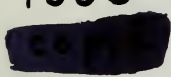


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INSTITUTE
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UNIVERSITY
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INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS

The University of Illinois Board of Trustees established the Institute of Labor and Industrial Relations in 1946 to "inquire faithfully, honestly, and impartially into labor-management problems of all types, and secure the facts which will lay the foundation for future progress in the whole field of labor relations."

Accordingly, the Institute has divided its program into three main parts:

1. **Resident instruction** leading to the degree of Master of Arts in labor and industrial relations,
2. **Research** in basic problems affecting labor and industrial relations,
3. **Extension services** to the public, including labor, management, and other special groups.

Martin Wagner
Director

Gilbert E. Donahue
Librarian

Phillips L. Garman
Coordinator of Extension

Barbara D. Dennis
Editor

INSTITUTE PUBLICATIONS

To extend a knowledge of labor-management relations to all who are interested, the Institute supplements its work by publishing articles, books, bibliographies, and pamphlets. Many of these publications are nontechnical explanations of specific fields in labor and industrial relations. Others are reports of intensive studies in special areas. These publications explain the work of the Institute and attempt to add to a general understanding of the entire field of labor-management relations.

In this booklet we present a list of all publications which are currently available from the Institute. Please address requests to:

The Editor
Institute of Labor and Industrial Relations
University of Illinois
704 South Sixth Street
Champaign, Illinois

Newest Institute publications are indicated with a star.

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Vol. 11
1959

CONTENTS

| | |
|--|----|
| PUBLICATIONS IN PRESS..... | 4 |
| RESEARCH VOLUMES — research staff findings..... | 4 |
| Institute Publications | 4 |
| Institute Research Studies Published Elsewhere..... | 7 |
| BULLETINS — popular treatment of current issues..... | 9 |
| REPRINTS — articles published by staff members..... | 10 |
| LECTURES — talks of general interest..... | 13 |
| EXTENSION MANUALS — brief study guides..... | 14 |
| LIBRARY PUBLICATIONS | 15 |
| General Bibliographies | 15 |
| Labor-Management Relations — annotated reading lists for high school teachers and students..... | 15 |
| MISCELLANEOUS..... | 16 |

Publications in Press

The following publications are currently in the process of publication and will be available within the next few months. The approximate publication date and price are indicated.

- ★ **The Local Union-Management Relationship**, by Milton Derber, W. Ellison Chalmers, and Ross Stagner
January, 1960. Cloth bound. About \$4.00

An extension of the *Illini City* approach to the study of the accommodation process between organized labor and organized management at the local establishment level to forty-one establishments in three Illinois localities. In this study the authors have experimented with a survey technique which involved detailed interviews with only a few top leaders of the management and the union in each establishment rather than the comprehensive case study technique used in the earlier report. The data provide an illuminating picture of similarities and differences among the relationships. An analysis is made of separate aspects such as the scope and depth of union influence as well as of clusters of aspects or types. The significance of environmental factors is also assessed, and both psychological and economic results are related to the process under varying environmental conditions.

Research Volumes

These are reports of studies conducted by the Institute's research staff on many aspects of labor and industrial relations. Some of the research was done by special request, while other studies were conducted as a part of the Institute's research program.

INSTITUTE PUBLICATIONS

Types and Sources of Wage Data in Illinois, by Richard C. Wilcock

1949. 56 p. Multilith. \$1.00

A guide to kinds of wage data that are generally available for industries and occupations in Illinois. The study includes a discussion of factors important in using wage data, a summary of data publicly available, and a description and analysis of published data.

Legislation by Collective Bargaining — The Agreed Bill in Illinois Unemployment Compensation Legislation, by Gilbert Y. Steiner

1951. 62 p. Paper bound. \$1.00

A study of the so-called "agreed bill" process whereby representatives of management and labor work out a

pattern of legislation through negotiation. The volume, which deals with one type of Illinois law, unemployment compensation, is the first detailed description of this process.

Channels of Employment — Influences on the Operations of Public Employment Offices and Other Hiring Channels in Local Job Markets, by Murray Edelman

1952. 212 p. Paper bound. \$2.50

Three-chapter edition. \$.50

Analyzes the role of the various hiring channels in Illinois, with particular attention to the reasons for their use or non-use by employers. Draws conclusions about direct hiring, supplements to informal channels, public employment offices, and union referral services.

Union Decision-Making in Collective Bargaining — A Case Study on the Local Level, by Arnold R. Weber

1952. 176 p. Paper bound, mimeograph text. \$1.00

An analysis of the basic elements of union leader and worker interests, the concept of leader responsibility, and the relation between effective union operation and leader-member participation in the decision-making process. The study is confined to a single collective bargaining decision by a single union in a single establishment.

Labor-Management Relations in Illini City, Vol. 1: The Case Studies, by W. Ellison Chalmers, Margaret K. Chandler, Louis L. McQuitty, Ross Stagner, Donald E. Wray, and Milton Derber, Coordinator

1953. xlii + 809 p. Cloth bound. \$10.00

Case study reprints, paper bound.
\$1.25

Labor-Management Relations in Illini City, Vol. 2: Explorations in Comparative Analysis, by W. Ellison Chalmers, Margaret K. Chandler, Louis L. McQuitty, Ross Stagner, Donald E. Wray, and Milton Derber, Coordinator

1954. 659 p. Cloth bound. \$7.50

Both volumes. \$15.00

Intensive study was made of eight establishments in five industries in Illini City, a medium-sized midwestern community, during a specific time period, 1948-1950. The focus of interest was relations of unions and managements at the in-plant level — including observations of not only top management and union leaders but production workers and minor supervisors as well. Another important factor, which was analyzed in detail, was the community itself and the effect it had on relations of unions and managements in the various industries. By studying a number of establishments in the same community during the same time period, using the same definitions and methods, the authors were able to make comparisons not previously

attempted. The research team — two economists, two psychologists, and two sociologists — was assisted by other members of the Institute staff. Each contributed ideas, definitions, and methods from his own discipline to form the working pattern of the study.

Volume 1 is intended to serve two purposes — to give students and practitioners direct access to a rich collection of case study material and to enable them, if they desire, to make their own interpretations and conclusions. Each of the five studies, on Grain Processing, Metal Products, Garment Manufacture, Trucking, and Construction, contains two parts — a historical account of the evolution of the labor-management relationship and a detailed description of relations during the 1948-1950 period. The volume opens with a note on the framework and methodology of the study and a sociological analysis of Illini City and the effect of the community on labor-management relations in the various industries.

Volume 2 is devoted to comparisons among the relationships in the eight establishments described in the five case studies in Volume 1. In contrast to the first volume, this book is largely cross sectional in character, focusing on three aspects of labor-management relations at the particular point of time of the research period. One section contains an analysis and discussion of these aspects — Attitudinal Climate, Economic Status of the Work Force, and Extent of Union Influence — selected by the research team as being particularly significant. In another section twenty hypotheses relating to the determinants of the three aspects are discussed. The analysis is first concerned with the relationship between a single determinant and a single aspect and then is extended to the level of multi-variable relations. A third section contains a number of explorations in quantitative methods of multivariate and typological analysis. This volume is highly experimental. It includes a variety of quantitative and qualitative methods designed to describe similarities and differences among labor-management relationships and to explain the reasons for their existence.

National Economic Planning by Collective Bargaining — The Formation of Austrian Wage, Price, and Tax Policy After World War II, by Murray Edelman

1954. 80 p. Paper bound. \$1.50

Cloth bound. \$2.00

A study of the Austrian method of planning general changes in prices, wages, pensions, and taxes by collective bargaining among management, labor, and agricultural organizations. The author analyzes the five agreements negotiated between 1947 and 1951 and discusses their significance as public policy formation.

Labor-Management Relations in the Illinois State Service,
by Richard C. McFadden

1954. 58 p. Paper bound, mimeograph text. \$1.00

An analysis of labor-management relations in the administrative agencies of the Illinois State government as of 1952. In addition, a separate analysis of labor relations in the State's higher educational institutions is included.

Labor-Management Relations at the Plant Level Under Industry-Wide Bargaining — A Study of the Engineering (Metal-Working) Industry in Birmingham, England, by Milton Derber

1955. 140 p. Paper bound. \$2.00

A study of collective bargaining in the British metal-working industry. The author approaches the subject from the level of the local establishment and analyzes how the system operates in a sample of ten establishments in the city of Birmingham. The relation between collective bargaining and joint consultation is also explored.

Small City Job Markets — The Labor Market Behavior of Firms and Workers, by Richard C. Wilcock and Irvin Sobel

1958. 170 p. Cloth bound. \$3.50

A study of the process whereby local labor forces adjust in size in response to change in demand for labor. The authors examine labor market decisions of employers and workers in five midwestern communities — a small city in a "tight" labor market where industry and job opportunities were diversified and in four small one-industry towns in labor market areas of less than 50,000 population.

★ **Participation of the United States in the International Labor Organization,** by John B. Tipton

1959. 150 p. Paper bound, mimeograph text. \$2.00

A comprehensive history of both the unofficial and official participation of the United States in the International Labor Organization from 1919 to March, 1958, and a discussion of some of the national and international influences on that participation. In the opening section the author raises several key questions as guides to the underlying influences on American participation in the ILO, and he considers these factors in his historical narrative.

INSTITUTE RESEARCH STUDIES PUBLISHED ELSEWHERE

Problems and Policies of Dispute Settlement and Wage Stabilization During World War II, by W. Ellison Chalmers, Milton Derber, William H. McPherson, and former members of the War Labor Board

1951. 360 p. (U.S. Department of Labor Bulletin No. 1009, Superintendent of Documents, U.S. Government Printing Office, Washington 25, D.C.) \$.75

An analytical study which attempts to appraise the major industrial relations policy decisions made by the government from 1940 to 1947. It focuses on the National Defense Mediation Board, the National War Labor Board, and the National Wage Stabilization Board. The authors discuss stabilization of wages, problems of organization and manpower, and dispute settlement.

The Union Member Speaks, by Hjalmar Rosen and R. A. Hudson Rosen

1955. 256 p. (Prentice-Hall, Inc., 70 Fifth Avenue, New York.) Trade price. \$4.95

College list price. \$3.75

A study of opinions of union members about the functions of their organization — what they think it should be doing, what they see it actually doing, and how they feel about it. An extensive appendix on methods and procedures is included.

Union-Management Relations in East St. Louis (Labor Relations as a Factor in the Location of New Industry), by Milton Derber

1957. 54 p. (East St. Louis Chamber of Commerce, 431 Missouri Avenue, East St. Louis, Illinois.) \$2.50

A report of a fact-finding survey, describing and analyzing the quality of labor-management relations in the larger establishments of the East St. Louis area. The building construction industry is also analyzed. The survey was done by the Institute of Labor and Industrial Relations at the request of the East St. Louis Mayor's Business-Labor Committee.

Labor and the New Deal, edited by Milton Derber and Edwin Young

1957. 393 p. (University of Wisconsin Press, 430 Sterling Court, Madison 6, Wisconsin.) \$6.00

A series of interpretive essays on selected aspects of labor relations and the labor movement during the New Deal years. The purpose of the book is to show ways in which developments during that period influenced both labor and management up to the present time. The volume is a joint project of the University of Illinois Institute of Labor and Industrial Relations and the University of Wisconsin Department of Economics. Some of the authors were involved in formulation of governmental policy during the New Deal years and have chosen to discuss those topics.

Industrial Relations in Postwar Japan, by Solomon B. Levine

1958. 200 p. (University of Illinois Press, Urbana, Illinois.) \$4.25

An investigation of the historical and environmental

context of present-day industrial relations in Japan, focusing on the principal characteristics of the contemporary Japanese economy, the process of Japan's industrialization, and the reforms undertaken by the Occupation. The author traces the evolution and present status of the institutions of management and organized labor and offers observations on the future course of Japanese industrial relations.

Diary of a Strike, by Bernard Karsh

1958. 160 p. (University of Illinois Press, Urbana, Illinois.) \$3.50

A dramatic play-by-play account of an organizing campaign and a strike, its effects upon the individuals directly and indirectly involved, upon the company, and upon the entire community. The reader is taken behind closed doors and to the picket lines to hear verbatim comments from professional union officials, strikers, nonstrikers, fence-sitters, company officials, city officials, and townspeople. The report and analysis provide an understanding of the behavior of people in groups—their motivations, their reactions, and their adjustments to a conflict and its aftermath.

★ **State Labor Relations Laws** (Publication 131), by Murray Edelman

1958. 50 p. (Illinois Legislative Council, Springfield, Illinois.) Single copies free from the Council or from the Institute.

A review of the provisions of state labor relations laws, defined by the author as those statutes and related court decisions dealing with the right of workers to organize and with the collective relationships of unions and managements. Provisions discussed include administration, enforcement procedures, exemptions, representation cases, unfair labor practices, and particularized controls.

Bulletins

These are nontechnical presentations of many subjects in the field of labor and industrial relations. They are intended for general and popular use in the classroom, in day-by-day industrial relations, and for furthering the knowledge of all those interested in this broad field. Special rates on orders for ten or more copies.

Supervisory Training — Why, What, How, by John F. Humes

1949. 24 p. (Vol. 3, No. 3.) \$.25

Unions, Management, and Industrial Safety, by Jack Strickland

1951. 25 p. (Vol. 5, No. 2.) \$.25

- Job Evaluation**, by L. C. Pigage and J. L. Tucker
1952. 43 p. (Vol. 5, No. 3.) \$.25
- Workers on the Move**, by Kenneth Lehmann and
C. Edward Weber
1952. 22 p. (Vol. 6, No. 1.) \$.10
- Motion and Time Study**, by L. C. Pigage and J. L. Tucker
1954. 48 p. (Bulletin No. 24.) \$.25
- Workmen's Compensation in Illinois**, by Arnold R. Weber
1955. 56 p. (Bulletin No. 25.) \$.50
- Assignment, Garnishment, and Consumer Credit in Illinois**, by Francis M. Rush, Jr.
1958. 30 p. (Bulletin No. 26.) \$.50

Reprints

These articles by staff members originally appeared in professional journals. Many of them represent the results of study in specialized fields of labor-management relations. Single copies free of charge; 25 cents each for additional copies. Special rates on orders for ten or more copies.

- Stereotypes of Workers and Executives Among College Men**, by Ross Stagner
1950. 6 p. (Reprint No. 7.)
- Summary and Conclusions Chapter — Problems and Policies of Dispute Settlement and Wage Stabilization During World War II**, by W. Ellison Chalmers, Milton Derber, and William H. McPherson
1951. 28 p. (Reprint No. 9.)
- A Survey of Illinois Labor Relations Law**, by Nathan Hakman
1951. 22 p. (Reprint No. 11.)
- Codetermination: Germany's Move Toward a New Economy**, by William McPherson
1951. 14 p. (Reprint No. 12.)
- Union-Management Relations and Technical Change: A Case Study**, by Solomon B. Levine
1951. 18 p. (Reprint No. 13.)
- Psychologic Factors in Employee Training**, by Homer L. Gammill
1951. 4 p. (Reprint No. 14.)
- Working on the Railroad: A Study of Job Satisfaction**, by Ross Stagner, D. R. Flebbe, and E. V. Wood
1953. 13 p. (Reprint No. 19.)
- On the Definition of Attitudes: Norms, Perceptions, and Evaluations**, by Ruth Alice Hudson and Hjalmar Rosen
1953. 6 p. (Reprint No. 20.)

- Labor-Management Relations in Illini City**, by Milton Derber
1954. 7 p. (Reprint No. 24.)
- The Austrian Wage-Price Agreements**, by Murray Edelman
1954. 6 p. (Reprint No. 27.)
- New Firms and the Labor Supply in Small Communities**, by Richard C. Wilcock
1954. 12 p. (Reprint No. 29.)
- Labor Relations in British Metalworking**, by Milton Derber
1955. 7 p. (Reprint No. 31.)
- Japan's Tripartite Labor Relations Commissions**, by Solomon B. Levine
1955. 22 p. (Reprint No. 34.)
- European Variations on the Mediation Theme**, by William H. McPherson
1955. 12 p. (Reprint No. 35.)
- Secondary Labor Force Mobility in Four Midwestern Shoe Towns**, by Richard C. Wilcock and Irvin Sobel
1955. 21 p. (Reprint No. 38.)
- NLRB Procedures and Economic Policy**, by Murray Edelman
1955. 12 p. (Reprint No. 39.)
- A Comparison of Parametric and Nonparametric Analyses of Opinion Data**, by Hjalmar Rosen and R. A. Hudson Rosen
1956. 4 p. (Reprint No. 40.)
- Labor Market Behavior in Small Towns**, by Irvin Sobel and Richard C. Wilcock
1956. 22 p. (Reprint No. 41.)
- Management and Industrial Relations in Postwar Japan**, by Solomon B. Levine
1956. 18 p. (Reprint No. 42.)
- A Suggested Modification in Job Satisfaction Surveys**, by R. A. Hudson Rosen and Hjalmar Rosen
1955. 11 p. (Reprint No. 43.)
- German Experience with Codetermination**, a symposium
1956. 32 p. (Reprint No. 46.)
- Labor Patterns and Trends (in Japan)**, by Solomon B. Levine
1957. 11 p. (Reprint No. 47.)
- The Secondary Labor Force and the Measurement of Unemployment**, by Richard C. Wilcock
1957. 44 p. (Reprint No. 48.)
- Union-Management Relations in Italy: Some Observations**, by Ross Stagner
1957. 13 p. (Reprint No. 49.)

- Labor Relations in Postwar Germany**, by William H. McPherson
1957. 11 p. (Reprint No. 50.)
- The Union Business Agent Looks at Collective Bargaining**, by Hjalmar Rosen and R. A. H. Rosen
1957. 7 p. (Reprint No. 51.)
- The Meaning of Work in an Age of Automation**, by Bernard Karsh
1957. 11 p. (Reprint No. 52.)
- Personality Variables and Role in a Union Business Agent Group**, by Hjalmar Rosen and R. A. Hudson Rosen
1957. 6 p. (Reprint No. 54.)
- Employment Effects of a Plant Shutdown in a Depressed Area**, by Richard C. Wilcock
1957. 6 p. (Reprint No. 55.)
- Uniformities and Differences in Local Union-Management Relationships**, by Milton Derber, W. Ellison Chalmers, and Ross Stagner
1957. 14 p. (Reprint No. 56.)
- Industrial Relations in the New Japan**, by Solomon B. Levine
1957. 12 p. (Reprint No. 57.)
- The Labor Contract: Provision and Practice**, by Milton Derber, W. E. Chalmers, and Ross Stagner
1958. 10 p. (Reprint No. 58.)
- Interest Representation and Policy Choice in Labor Law Administration**, by Murray Edelman
1958. 9 p. (Reprint No. 59.)
- Environmental Variables and Union-Management Accommodation**, by Milton Derber, W. Ellison Chalmers, and Ross Stagner
1958. 16 p. (Reprint No. 61.)
- Sources of Popular Support for the Italian Christian Democratic Party in the Postwar Decade**, by Murray Edelman
1958. 17 p. (Reprint No. 62.)
- Collective Bargaining and Management Functions: An Empirical Study**, by Milton Derber, W. Ellison Chalmers, and Ross Stagner
1958. 14 p. (Reprint No. 63.)
- The Union Business Agent's Perspective of His Job**, by Hjalmar Rosen and R. A. Hudson Rosen
1957. 10 p. (Reprint No. 64.)
- Building Industry Apprenticeships in the U.S.A. and Western Australia**, by Norman F. Dufty
1958. 11 p. (Reprint No. 65.)

- Industrial Relations at the Plant Level in Three Illinois Communities**, by Milton Derber, W. Ellison Chalmers, and Ross Stagner
1958. 16 p. (Reprint No. 66.)
- Causes of Fluctuations in Popular Support for the Italian Communist Party Since 1946**, by Murray Edelman
1958. 18 p. (Reprint No. 67.)
- ★ **Union Traditions and Membership Apathy**, by Bernard Karsh
1958. 6 p. (Reprint No. 68.)
- ★ **Concepts of Power**, by Murray Edelman
1958. 6 p. (Reprint No. 69.)
- ★ **Public Policies Toward Organized Labor**, by Richard C. Wilcock
1958. 13 p. (Reprint No. 70.)
- ★ **A Note on the Use of Evidence in *The Organization Man***, by Stanley Stark
1958. 6 p. (Reprint No. 71.)
- ★ **Guttman-Type Scales for Union and Management Attitudes Toward Each Other**, by Ross Stagner, W. E. Chalmers, and Milton Derber
1958. 8 p. (Reprint No. 73.)
- ★ **Construction and Maintenance: Who Contracts It Out — and Why**, by Margaret K. Chandler and Leonard R. Sayles
1959. 4 p. (Reprint No. 74.)
- ★ **Research Criteria of Executive Success**, by Stanley Stark
1959. 14 p. (Reprint No. 75.)
- ★ **The Dimensionality of Union-Management Relations at the Local Level**, by Ross Stagner, Milton Derber, and W. Ellison Chalmers
1959. 7 p. (Reprint No. 76.)
- ★ **Labor Policy in a Democracy**, by Murray Edelman
1959. 5 p. (Reprint No. 77.)

Lectures

These talks have been given on different occasions by Institute staff members or by others appearing on Institute-conducted programs. The Institute had them mimeographed for general distribution because they were considered both worthy and constructive. Single copies free of charge; 25 cents each for additional copies. Special rates on orders for ten or more copies.

How People Make Up Their Minds About Unions, by Ross Stagner
1950. 14 p. (Lecture No. 7.)

- Our Manpower Control Problems**, by Reuben G. Soderstrom
1951. 11 p. (Lecture No. 8.)
- How We Can Improve the Workmen's Compensation Law and Its Administration**, by Reuben G. Soderstrom
1954. 20 p. (Lecture No. 10.)
- The Development of Labor Legislation and Its Effect Upon the Welfare of the American Workman**, by Edwin E. Witte
1954. 24 p. (Lecture No. 11.)
- A Management View of Unions**, by A. T. Carpenter
1957. 19 p. (Lecture No. 13.)
- Right and Wrong in Labor Relations**, by Milton Derber
1958. 19 p. (Lecture No. 14.)
- Implications of Negotiated Profit-Sharing Plans**, by David Dolnick
1958. 14 p. (Lecture No. 15.)
- ★ **Unemployment Compensation in Illinois: Current Problems and Future Prospects**, by Samuel Bernstein
1958. 17 p. (Lecture No. 16.)
- ★ **Industrial Homework: An Old Problem Lingers On**, by Milton Derber
1959. 11 p. (Lecture No. 17.)
- ★ **Changing Industrial Relations Problems in Atomic Energy**, by Oscar S. Smith
1959. 15 p. (Lecture No. 18.)

Extension Manuals

These manuals were prepared by members of the Institute staff for use in extension classes, conferences, and institutes. Special rates on orders for ten or more copies.

Making Union Meetings Effective

1951. 27 p. \$.25

Handling Grievances, by John M. Brumm and Herman Erickson

1951. Revised 1956. 30 p. \$.25

How Our Economy Works, by Herman Erickson

1952. Revised 1959. 39 p. \$.25

Collective Bargaining Procedures and Issues, by Herman Erickson

1954. 28 p. \$.25

Using Education in Your Union

1952. Revised 1958. 17 p. \$.25

Library Publications

These publications were compiled and written by the Institute librarian and members of his staff.

GENERAL BIBLIOGRAPHIES

Structure and Government of American Labor Unions: An Abstract of Selected Literature, compiled by Ralph H. Bergmann

1952. 32 p. (Bibliographic Contributions No. 1.) \$1.00

Industrial Sociology: An Annotated Bibliography, compiled by Virginia Prestridge and Donald E. Wray

1953. 80 p. (Bibliographic Contributions No. 3.) \$1.00

The Worker in American Fiction: An Annotated Bibliography, compiled by Virginia Prestridge

1954. 27 p. (Bibliographic Contributions No. 4.) \$1.00

Doctoral Dissertations in Labor and Industrial Relations, 1933-1953, compiled by Ned Rosen and Ralph E. McCoy

1954. 85 p. (Bibliographic Contributions No. 5.) \$1.00

LABOR-MANAGEMENT RELATIONS

Labor-Management Relations: A List of Selected Readings for High School Students and Teachers

1948-date. Up to ten copies free; special rates on orders for ten or more copies.

An annotated bibliography prepared by a committee representing the Institute and the College of Education. Each issue deals with a specific topic, frequently one of current interest. Selection is made on the basis of authenticity of the information, readability, and availability to students.

Government and Labor Relations (November 1949)

Pensions (December 1949)

Labor Abroad (January 1950)

Labor in the Crisis (December 1950)

Labor and Education (January 1951)

Employment Trends and Job Opportunities (March 1951)

Human Relations in Industry (May 1951)

Manpower for Defense (October 1951)

Steel Labor (October 1952)

Management and the Worker (April 1953)

The Clothing Workers (February 1954)

International Aspects of American Labor Unions (April 1954)

The White Collar Worker (November 1954)

Labor Unity (January 1955)

American Labor Novels and Biography (April 1955)

Automation (January 1956)

Vocational Guidance (May 1956)



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Union Security vs. Con

Work" Issue (September 1958)

★ **Racketeering in Union-Management Relations** (November 1958)

★ **Public Labor Policy** (September 1959)

Miscellaneous

The Institute publishes additional items which do not fall in any of the other classifications.

Graduate Study in Labor and Industrial Relations, a description of the resident instruction program, course offerings, admission requirements, and assistantships and fellowships available to graduate students at the Institute. Biennial. 28 p. Free

★ **Annual Report**, a yearly review of Institute activities, including those in the teaching, research, and extension programs.

Yearly. 16 p. Free

Collective Bargaining for Pensions, proceedings of a conference on wartime and long range issues in collective bargaining for pensions.

1951. 52 p. Multilith. \$2.00

Films for Trade Union Groups, titles and descriptions of labor films which may be borrowed from the University of Illinois collection as well as a list of other film directories and guides.

Revised January 1959. 16 p. Free

Second Class Mailing Privileges for Labor Newspapers, by Arnold Weber

Revised 1952. 24 p. \$.25

Advertising for Labor Newspapers, by Isabelle M. Zimmerly

1951. 25 p. \$.25

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The Editor
Institute of Labor and Industrial Relations
University of Illinois
704 South Sixth Street
Champaign, Illinois

Newest Institute publications are indicated with a star.

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IZ2530
Vol. 12
1960

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CONTENTS

| | |
|--|----|
| RESEARCH VOLUMES — research staff findings..... | 4 |
| Institute Publications | 4 |
| Institute Research Studies Published Elsewhere..... | 7 |
| BULLETINS — popular treatment of current issues..... | 9 |
| REPRINTS — articles published by staff members..... | 10 |
| LECTURES — talks of general interest..... | 14 |
| EXTENSION MANUALS — brief study guides..... | 15 |
| LIBRARY PUBLICATIONS | 15 |
| General Bibliographies | 15 |
| Labor-Management Relations — annotated reading lists for high school teachers and students..... | 15 |
| MISCELLANEOUS..... | 16 |

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A study of the so-called "agreed bill" process whereby representatives of management and labor work out a pattern of legislation through negotiation. The volume, which deals with one type of Illinois law, unemployment compensation, is the first detailed description of this process.

Channels of Employment — Influences on the Operations of Public Employment Offices and Other Hiring Channels in Local Job Markets, by Murray Edelman

1952. 212 p. Paper bound. \$2.50

Three-chapter edition. \$.50

Analyzes the role of the various hiring channels in Illinois, with particular attention to the reasons for their use or non-use by employers. Draws conclusions about direct hiring, supplements to informal channels, public employment offices, and union referral services.

Union Decision-Making in Collective Bargaining — A Case Study on the Local Level, by Arnold R. Weber

1952. 176 p. Paper bound, mimeograph text. \$1.00

An analysis of the basic elements of union leader and worker interests, the concept of leader responsibility, and the relation between effective union operation and leader-member participation in the decision-making process. The study is confined to a single collective bargaining decision by a single union in a single establishment.

Labor-Management Relations in Illini City, Vol. 1: The Case Studies, by W. Ellison Chalmers, Margaret K. Chandler, Louis L. McQuitty, Ross Stagner, Donald E. Wray, and Milton Derber, Coordinator
1953. xlii + 809 p. Cloth bound. \$10.00

Case study reprints, paper bound.
\$1.25

Labor-Management Relations in Illini City, Vol. 2: Explorations in Comparative Analysis, by W. Ellison Chalmers, Margaret K. Chandler, Louis L. McQuitty, Ross Stagner, Donald E. Wray, and Milton Derber, Coordinator
1954. 659 p. Cloth bound. \$7.50

Both volumes. \$15.00

Intensive study was made of eight establishments in five industries in Illini City, a medium-sized midwestern community, during a specific time period, 1948-1950. The focus of interest was relations of unions and managements at the in-plant level — including observations of not only top management and union leaders but production workers and minor supervisors as well. Another important factor, which was analyzed in detail, was the community itself and the effect it had on relations of unions and managements in the various industries. By studying a number of establishments in the same community during the same time period, using the same definitions and methods, the authors were able to make comparisons not previously attempted. The research team — two economists, two psychologists, and two sociologists — was assisted by other members of the Institute staff. Each contributed ideas, definitions, and methods from his own discipline to form the working pattern of the study.

Volume 1 is intended to serve two purposes — to give students and practitioners direct access to a rich collection of case study material and to enable them, if they desire, to make their own interpretations and conclusions. Each of the five studies, on Grain Processing, Metal Products, Garment Manufacture, Trucking, and Construction, contains two parts — a historical account of the evolution of the labor-management relationship and a detailed description of relations during the 1948-1950 period. The volume opens with a note on the framework and methodology of the study and a sociological analysis of Illini City and the effect of the community on labor-management relations in the various industries.

Volume 2 is devoted to comparisons among the relationships in the eight establishments described in the five case studies in Volume 1. In contrast to the first volume, this book is largely cross sectional in character, focusing on three aspects of labor-management relations at the particular point of time of the research period. One sec-

tion contains an analysis and discussion of these aspects — Attitudinal Climate, Economic Status of the Work Force, and Extent of Union Influence — selected by the research team as being particularly significant. In another section twenty hypotheses relating to the determinants of the three aspects are discussed. The analysis is first concerned with the relationship between a single determinant and a single aspect and then is extended to the level of multi-variable relations. A third section contains a number of explorations in quantitative methods of multivariate and typological analysis. This volume is highly experimental. It includes a variety of quantitative and qualitative methods designed to describe similarities and differences among labor-management relationships and to explain the reasons for their existence.

National Economic Planning by Collective Bargaining — The Formation of Austrian Wage, Price, and Tax Policy After World War II, by Murray Edelman

1954. 80 p. Paper bound. \$1.50

Cloth bound. \$2.00

A study of the Austrian method of planning general changes in prices, wages, pensions, and taxes by collective bargaining among management, labor, and agricultural organizations. The author analyzes the five agreements negotiated between 1947 and 1951 and discusses their significance as public policy formation.

Labor-Management Relations in the Illinois State Service, by Richard C. McFadden

1954. 58 p. Paper bound, mimeograph text. \$1.00

An analysis of labor-management relations in the administrative agencies of the Illinois State government as of 1952. In addition, a separate analysis of labor relations in the State's higher educational institutions is included.

Labor-Management Relations at the Plant Level Under Industry-Wide Bargaining — A Study of the Engineering (Metal-Working) Industry in Birmingham, England, by Milton Derber

1955. 140 p. Paper bound. \$2.00

A study of collective bargaining in the British metal-working industry. The author approaches the subject from the level of the local establishment and analyzes how the system operates in a sample of ten establishments in the city of Birmingham. The relation between collective bargaining and joint consultation is also explored.

Participation of the United States in the International Labor Organization, by John B. Tipton

1959. 150 p. Paper bound, mimeograph text. \$2.00

A comprehensive history of both the unofficial and official participation of the United States in the Inter-

national Labor Organization from 1919 to March, 1958, and a discussion of some of the national and international influences on that participation. In the opening section the author raises several key questions as guides to the underlying influences on American participation in the ILO, and he considers these factors in his historical narrative.

★ **The Local Union-Management Relationship**, by Milton Derber, W. Ellison Chalmers, and Ross Stagner
1960. 208 p. Cloth bound. \$4.25

An extension of the *Illini City* approach to the study of the accommodation process between organized labor and organized management at the local establishment level to forty-one establishments in three Illinois localities. In this study the authors have experimented with a survey technique which involved detailed interviews with only a few top leaders of the management and the union in each establishment rather than the comprehensive case study technique used in the earlier report. The data provide an illuminating picture of similarities and differences among the relationships. An analysis is made of separate aspects such as the scope and depth of union influence as well as of clusters of aspects or types. The significance of environmental factors is also assessed, and both psychological and economic results are related to the process under varying environmental conditions.

INSTITUTE RESEARCH STUDIES PUBLISHED ELSEWHERE

Problems and Policies of Dispute Settlement and Wage Stabilization During World War II, by W. Ellison Chalmers, Milton Derber, William H. McPherson, and former members of the War Labor Board

1951. 360 p. (U.S. Department of Labor Bulletin No. 1009, Superintendent of Documents, U.S. Government Printing Office, Washington 25, D.C.) \$.75

An analytical study which attempts to appraise the major industrial relations policy decisions made by the government from 1940 to 1947. It focuses on the National Defense Mediation Board, the National War Labor Board, and the National Wage Stabilization Board. The authors discuss stabilization of wages, problems of organization and manpower, and dispute settlement.

Union-Management Relations in East St. Louis (Labor Relations as a Factor in the Location of New Industry), by Milton Derber

1957. 54 p. (East St. Louis Chamber of Commerce, 431 Missouri Avenue, East St. Louis, Illinois.) \$2.50

A report of a fact-finding survey, describing and analyzing the quality of labor-management relations in the larger establishments of the East St. Louis area. The

building construction industry is also analyzed. The survey was done by the Institute of Labor and Industrial Relations at the request of the East St. Louis Mayor's Business-Labor Committee.

Labor and the New Deal, edited by Milton Derber and Edwin Young

1957. 393 p. (University of Wisconsin Press, 430 Sterling Court, Madison 6, Wisconsin.) \$6.00

A series of interpretive essays on selected aspects of labor relations and the labor movement during the New Deal years. The purpose of the book is to show ways in which developments during that period influenced both labor and management up to the present time. The volume is a joint project of the University of Illinois Institute of Labor and Industrial Relations and the University of Wisconsin Department of Economics. Some of the authors were involved in formulation of governmental policy during the New Deal years and have chosen to discuss those topics.

Industrial Relations in Postwar Japan, by Solomon B. Levine

1958. 200 p. (University of Illinois Press, Urbana, Illinois.) \$4.25

An investigation of the historical and environmental context of present-day industrial relations in Japan, focusing on the principal characteristics of the contemporary Japanese economy, the process of Japan's industrialization, and the reforms undertaken by the Occupation. The author traces the evolution and present status of the institutions of management and organized labor and offers observations on the future course of Japanese industrial relations.

Diary of a Strike, by Bernard Karsh

1958. 160 p. (University of Illinois Press, Urbana, Illinois.) \$3.50

A dramatic play-by-play account of an organizing campaign and a strike, its effects upon the individuals directly and indirectly involved, upon the company, and upon the entire community. The reader is taken behind closed doors and to the picket lines to hear verbatim comments from professional union officials, strikers, nonstrikers, fence-sitters, company officials, city officials, and townspeople. The report and analysis provide an understanding of the behavior of people in groups — their motivations, their reactions, and their adjustments to a conflict and its aftermath.

State Labor Relations Laws (Publication 131), by Murray Edelman

1958. 50 p. (Illinois Legislative Council, Springfield, Illinois.) Single copies free from the Council or from the Institute.

A review of the provisions of state labor relations laws, defined by the author as those statutes and related court decisions dealing with the right of workers to organize and with the collective relationships of unions and managements. Provisions discussed include administration, enforcement procedures, exemptions, representation cases, unfair labor practices, and particularized controls.

- ★ **Contracting-Out, A Study of Management Decision-Making**, by Margaret K. Chandler and Leonard R. Sayles 1959. 40 p. (Graduate School of Business, Columbia University, New York 27, New York.) \$1.00

A report of research aimed at pinpointing organizational differences in structuring and making a decision — in this case, the decision whether to contract-out work or use in-plant maintenance and construction forces. The authors attempt to view the decision in action, to observe pressures that surround those who make it, to note the organizational level for the decision, and to determine reasons for shifts from one level to another. Data were collected in intensive interviews with management personnel in 74 industrial plants, normally employing more than 1,000 persons, in the northeastern quarter of the U. S.

- ★ **Impact on Workers and Community of a Plant Shutdown in a Depressed Area**, by Richard C. Wilcock 1960. 58 p. (U. S. Department of Labor Bulletin No. 1264, Superintendent of Documents, U. S. Government Printing Office, Washington 25, D. C.) \$.40

A statistical examination of the employment and unemployment experiences of laid-off workers and a case history of a few years in the life of a community already subject to chronic unemployment and faced with the loss of its major industry. The survey was conducted for the Bureau of Labor Statistics.

Bulletins

These are nontechnical presentations of many subjects in the field of labor and industrial relations. They are intended for general and popular use in the classroom, in day-by-day industrial relations, and for furthering the knowledge of all those interested in this broad field. Special rates on orders for ten or more copies.

- Supervisory Training — Why, What, How**, by John F. Humes 1949. 24 p. (Vol. 3, No. 3.) \$.25

- Unions, Management, and Industrial Safety**, by Jack Strickland 1951. 25 p. (Vol. 5, No. 2.) \$.25

- Job Evaluation**, by L. C. Pigage and J. L. Tucker
1952. 43 p. (Vol. 5, No. 3.) \$.25
- Workers on the Move**, by Kenneth Lehmann and
C. Edward Weber
1952. 22 p. (Vol. 6, No. 1.) \$.10
- Motion and Time Study**, by L. C. Pigage and J. L. Tucker
1954. 48 p. (Bulletin No. 24.) \$.25
- Workmen's Compensation in Illinois**, by Arnold R. Weber
1955. 56 p. (Bulletin No. 25.) \$.50
- Assignment, Garnishment, and Consumer Credit in Illi-
nois**, by Francis M. Rush, Jr.
1958. 30 p. (Bulletin No. 26.) \$.50

Reprints

These articles by staff members originally appeared in professional journals. Many of them represent the results of study in specialized fields of labor-management relations. Single copies free of charge; 25 cents each for additional copies. Special rates on orders for ten or more copies.

- Summary and Conclusions Chapter — Problems and Pol-
icies of Dispute Settlement and Wage Stabilization During
World War II**, by W. Ellison Chalmers, Milton Derber,
and William H. McPherson
1951. 28 p. (Reprint No. 9.)
- A Survey of Illinois Labor Relations Law**, by Nathan
Hakman
1951. 22 p. (Reprint No. 11.)
- Union-Management Relations and Technical Change: A
Case Study**, by Solomon B. Levine
1951. 18 p. (Reprint No. 13.)
- Psychologic Factors in Employee Training**, by Homer L.
Gammill
1951. 4 p. (Reprint No. 14.)
- Working on the Railroad: A Study of Job Satisfaction**,
by Ross Stagner, D. R. Flebbe, and E. V. Wood
1953. 13 p. (Reprint No. 19.)
- On the Definition of Attitudes: Norms, Perceptions, and
Evaluations**, by Ruth Alice Hudson and Hjalmar Rosen
1953. 6 p. (Reprint No. 20.)
- Labor-Management Relations in Illini City**, by Milton
Derber
1954. 7 p. (Reprint No. 24.)
- The Austrian Wage-Price Agreements**, by Murray Edelman
1954. 6 p. (Reprint No. 27.)

- New Firms and the Labor Supply in Small Communities**,
by Richard C. Wilcock
1954. 12 p. (Reprint No. 29.)
- Labor Relations in British Metalworking**, by Milton
Derber
1955. 7 p. (Reprint No. 31.)
- Japan's Tripartite Labor Relations Commissions**, by
Solomon B. Levine
1955. 22 p. (Reprint No. 34.)
- European Variations on the Mediation Theme**, by
William H. McPherson
1955. 12 p. (Reprint No. 35.)
- Secondary Labor Force Mobility in Four Midwestern Shoe
Towns**, by Richard C. Wilcock and Irvin Sobel
1955. 21 p. (Reprint No. 38.)
- NLRB Procedures and Economic Policy**, by Murray
Edelman
1955. 12 p. (Reprint No. 39.)
- A Comparison of Parametric and Nonparametric Analyses
of Opinion Data**, by Hjalmar Rosen and R. A. Hudson
Rosen
1956. 4 p. (Reprint No. 40.)
- Labor Market Behavior in Small Towns**, by Irvin Sobel
and Richard C. Wilcock
1956. 22 p. (Reprint No. 41.)
- Management and Industrial Relations in Postwar Japan**,
by Solomon B. Levine
1956. 18 p. (Reprint No. 42.)
- A Suggested Modification in Job Satisfaction Surveys**, by
R. A. Hudson Rosen and Hjalmar Rosen
1955. 11 p. (Reprint No. 43.)
- Labor Patterns and Trends (in Japan)**, by Solomon B.
Levine
1957. 11 p. (Reprint No. 47.)
- The Secondary Labor Force and the Measurement of
Unemployment**, by Richard C. Wilcock
1957. 44 p. (Reprint No. 48.)
- Union-Management Relations in Italy: Some Observa-
tions**, by Ross Stagner
1957. 13 p. (Reprint No. 49.)
- Labor Relations in Postwar Germany**, by William H.
McPherson
1957. 11 p. (Reprint No. 50.)
- The Union Business Agent Looks at Collective Bargaining**,
by Hjalmar Rosen and R. A. H. Rosen
1957. 7 p. (Reprint No. 51.)

- Personality Variables and Role in a Union Business Agent Group**, by Hjalmar Rosen and R. A. Hudson Rosen
1957. 6 p. (Reprint No. 54.)
- Employment Effects of a Plant Shutdown in a Depressed Area**, by Richard C. Wilcock
1957. 6 p. (Reprint No. 55.)
- Uniformities and Differences in Local Union-Management Relationships**, by Milton Derber, W. Ellison Chalmers, and Ross Stagner
1957. 14 p. (Reprint No. 56.)
- Industrial Relations in the New Japan**, by Solomon B. Levine
1957. 12 p. (Reprint No. 57.)
- The Labor Contract: Provision and Practice**, by Milton Derber, W. E. Chalmers, and Ross Stagner
1958. 10 p. (Reprint No. 58.)
- Interest Representation and Policy Choice in Labor Law Administration**, by Murray Edelman
1958. 9 p. (Reprint No. 59.)
- Environmental Variables and Union-Management Accommodation**, by Milton Derber, W. Ellison Chalmers, and Ross Stagner
1958. 16 p. (Reprint No. 61.)
- Sources of Popular Support for the Italian Christian Democratic Party in the Postwar Decade**, by Murray Edelman
1958. 17 p. (Reprint No. 62.)
- Collective Bargaining and Management Functions: An Empirical Study**, by Milton Derber, W. Ellison Chalmers, and Ross Stagner
1958. 14 p. (Reprint No. 63.)
- The Union Business Agent's Perspective of His Job**, by Hjalmar Rosen and R. A. Hudson Rosen
1957. 10 p. (Reprint No. 64.)
- Building Industry Apprenticeships in the U.S.A. and Western Australia**, by Norman F. Dufty
1958. 11 p. (Reprint No. 65.)
- Industrial Relations at the Plant Level in Three Illinois Communities**, by Milton Derber, W. Ellison Chalmers, and Ross Stagner
1958. 16 p. (Reprint No. 66.)
- Causes of Fluctuations in Popular Support for the Italian Communist Party Since 1946**, by Murray Edelman
1958. 18 p. (Reprint No. 67.)
- Union Traditions and Membership Apathy**, by Bernard Karsh
1958. 6 p. (Reprint No. 68.)

- Concepts of Power**, by Murray Edelman
1958. 6 p. (Reprint No. 69.)
- Public Policies Toward Organized Labor**, by Richard C. Wilcock
1958. 13 p. (Reprint No. 70.)
- A Note on the Use of Evidence in *The Organization Man***, by Stanley Stark
1958. 6 p. (Reprint No. 71.)
- Labor Racketeering: Evolution and Solutions**, by David J. Saposs
1958. 18 p. (Reprint No. 72.)
- Guttman-Type Scales for Union and Management Attitudes Toward Each Other**, by Ross Stagner, W. E. Chalmers, and Milton Derber
1958. 8 p. (Reprint No. 73.)
- Construction and Maintenance: Who Contracts It Out — and Why**, by Margaret K. Chandler and Leonard R. Sayles
1959. 4 p. (Reprint No. 74.)
- Research Criteria of Executive Success**, by Stanley Stark
1959. 14 p. (Reprint No. 75.)
- The Dimensionality of Union-Management Relations at the Local Level**, by Ross Stagner, Milton Derber, and W. Ellison Chalmers
1959. 7 p. (Reprint No. 76.)
- Labor Policy in a Democracy**, by Murray Edelman
1959. 5 p. (Reprint No. 77.)
- ★ **Perception of Jobs and People in Industry**, by Harry C. Triandis
1959. 5 p. (Reprint No. 78.)
- ★ **Steel Strike Complicates 20 Years of Progress in Labor Relations**, by Milton Derber
1959. 8 p. (Reprint No. 79.)
- ★ **The Death of Mother Jones**, by Archie Green
1960. 13 p. (Reprint No. 82.)
- ★ **Categories of Thought About Jobs and People in Industry**, by Harry C. Triandis
1959. 7 p. (Reprint No. 83.)
- ★ **Emergency Strikes and National Policy**, by R. W. Fleming
1960. 11 p. (Reprint No. 84.)
- ★ **Management and Union Rights in Industrial Establishments**, by Milton Derber
1960. 9 p. (Reprint No. 85.)
- ★ **Title VII: The Taft-Hartley Amendments**, by R. W. Fleming
1960. 45 p. (Reprint No. 86.)

- ★ **Cooperation Among Auto Managements in Collective Bargaining**, by William H. McPherson
1960. 8 p. (Reprint No. 87.)

Lectures

These talks have been given on different occasions by Institute staff members or by others appearing on Institute-conducted programs. The Institute had them mimeographed for general distribution because they were considered both worthy and constructive. Single copies free of charge; 25 cents each for additional copies. Special rates on orders for ten or more copies.

How People Make Up Their Minds About Unions, by Ross Stagner
1950. 14 p. (Lecture No. 7.)

Our Manpower Control Problems, by Reuben G. Soderstrom
1951. 11 p. (Lecture No. 8.)

How We Can Improve the Workmen's Compensation Law and Its Administration, by Reuben G. Soderstrom
1954. 20 p. (Lecture No. 10.)

The Development of Labor Legislation and Its Effect Upon the Welfare of the American Workman, by Edwin E. Witte
1954. 24 p. (Lecture No. 11.)

A Management View of Unions, by A. T. Carpenter
1957. 19 p. (Lecture No. 13.)

Right and Wrong in Labor Relations, by Milton Derber
1958. 19 p. (Lecture No. 14.)

Implications of Negotiated Profit-Sharing Plans, by David Dolnick
1958. 14 p. (Lecture No. 15.)

Unemployment Compensation in Illinois: Current Problems and Future Prospects, by Samuel Bernstein
1958. 17 p. (Lecture No. 16.)

Industrial Homework: An Old Problem Lingers On, by Milton Derber
1959. 11 p. (Lecture No. 17.)

Changing Industrial Relations Problems in Atomic Energy, by Oscar S. Smith
1959. 15 p. (Lecture No. 18.)

- ★ **The Management Consultant Looks at the Labor Press**, by Robert Newcomb and Marg Sammons
1960. 8 p. (Lecture No. 19.)

Extension Manuals

These manuals were prepared by members of the Institute staff for use in extension classes, conferences, and institutes. Special rates on orders for ten or more copies.

Making Union Meetings Effective

1951. 27 p. \$.25

Handling Grievances, by John M. Brumm and Herman Erickson

1951. Revised 1956. 30 p. \$.25

How Our Economy Works, by Herman Erickson

1952. Revised 1959. 39 p. \$.25

Collective Bargaining Procedures and Issues, by Herman Erickson

1954. 28 p. \$.25

Using Education in Your Union

1952. Revised 1958. 17 p. \$.25

Library Publications

These publications were compiled and written by the Institute librarian and members of his staff.

GENERAL BIBLIOGRAPHIES

Structure and Government of American Labor Unions: An Abstract of Selected Literature, compiled by Ralph H. Bergmann

1952. 32 p. (Bibliographic Contributions No. 1.) \$1.00

The Worker in American Fiction: An Annotated Bibliography, compiled by Virginia Prestridge

1954. 27 p. (Bibliographic Contributions No. 4.) \$1.00

Doctoral Dissertations in Labor and Industrial Relations, 1933-1953, compiled by Ned Rosen and Ralph E. McCoy

1954. 85 p. (Bibliographic Contributions No. 5.) \$1.00

LABOR-MANAGEMENT RELATIONS

Labor-Management Relations: A List of Selected Readings for High School Students and Teachers

1948-date. Up to ten copies free; special rates on orders for ten or more copies.

An annotated bibliography prepared by a committee representing the Institute and the College of Education. Each issue deals with a specific topic, frequently one of current interest. Selection is made on the basis of authenticity of the information, readability, and availability to students.

Government and Labor Relations (November 1949)

Pensions (December 1949)

Labor Abroad (January 1950)



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- Employment Trends and Human Relations in Industry, (1951), 1951,
 Manpower for Defense (October 1951)
 Steel Labor (October 1952)
 Management and the Worker (April 1953)
 The Clothing Workers (February 1954)
 International Interests of American Labor Unions (April 1954)
 The White Collar Worker (November 1954)
 Labor Unity (January 1955)
 American Labor Novels and Biography (April 1955)
 Vocational Guidance (May 1956)
 Union Security vs. Compulsory Unionism: The "Right to Work" Issue (September 1958)
 Racketeering in Union-Management Relations (November 1958)
 Public Labor Policy (September 1959)
 ★The Problems of the Older Worker and the Aged (April, 1960)

Miscellaneous

The Institute publishes additional items which do not fall in any of the other classifications.

Graduate Study in Labor and Industrial Relations, a description of the resident instruction program, course offerings, admission requirements, and assistantships and fellowships available to graduate students at the Institute. Biennial. 28 p. Free

- ★**Annual Report**, a yearly review of Institute activities, including those in the teaching, research, and extension programs.

Yearly. 16 p. Free

Collective Bargaining for Pensions, proceedings of a conference on wartime and long range issues in collective bargaining for pensions.

1951. 52 p. Multilith. \$2.00

Films for Trade Union Groups, titles and descriptions of labor films which may be borrowed from the University of Illinois collection as well as a list of other film directories and guides.

Revised January 1959. 16 p. Free

Second Class Mailing Privileges for Labor Newspapers, by Arnold Weber

Revised 1952. 24 p. \$.25

Advertising for Labor Newspapers, by Isabelle M. Zimmerly

1951. 25 p. \$.25

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UNIVERSITY OF ILLINOIS

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INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS

The University of Illinois Board of Trustees established the Institute of Labor and Industrial Relations in 1946 to "inquire faithfully, honestly, and impartially into labor-management problems of all types, and secure the facts which will be the foundation for future progress in the whole field of labor relations."

Accordingly, the Institute has divided its program into three main parts:

1. **Resident instruction** leading to the degree of Master of Arts in labor and industrial relations,
2. **Research** in basic problems affecting labor and industrial relations,
3. **Extension services** to the public, including labor, management, and other special groups.

Martin Wagner
Director

Archie Green
Librarian

Phillips L. Garman
Coordinator of Extension
Barbara D. Dennis
Editor

INSTITUTE PUBLICATIONS

To extend a knowledge of labor-management relations to all who are interested, the Institute supplements its work by publishing articles, books, bibliographies, and pamphlets. Many of these publications are nontechnical explanations of specific fields in labor and industrial relations. Others are reports of intensive studies in special areas. These publications explain the work of the Institute and attempt to add to a general understanding of the entire field of labor-management relations.

In this booklet we present a list of all publications which are currently available from the Institute. Please address requests to:

The Editor
Institute of Labor and Industrial Relations
University of Illinois
504 East Armory Avenue
Champaign, Illinois

Newest Institute publications are indicated with a star.

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Vol. 15
1963

CONTENTS

| | |
|--|----|
| RESEARCH VOLUMES — research staff findings..... | 4 |
| Institute Publications | 4 |
| Institute Research Studies Published Elsewhere..... | 7 |
| BULLETINS AND TECHNICAL REPORTS — popular treatment of current issues..... | 9 |
| REPRINTS — articles published by staff members..... | 10 |
| LECTURES — talks of general interest..... | 14 |
| EXTENSION MANUALS — brief study guides..... | 15 |
| LIBRARY PUBLICATIONS | 15 |
| General Bibliographies | 15 |
| Labor-Management Relations — annotated reading lists for high school teachers and students..... | 16 |
| MISCELLANEOUS..... | 16 |

Research Volumes

These are reports of studies conducted by the Institute's research staff on many aspects of labor and industrial relations. Some of the research was done by special request, while other studies were conducted as a part of the Institute's research program.

INSTITUTE PUBLICATIONS

Types and Sources of Wage Data in Illinois, by Richard C. Wilcock

1949. 56 p. Multilith. \$1.00

A guide to kinds of wage data that are generally available for industries and occupations in Illinois. The study includes a discussion of factors important in using wage data, a summary of data publicly available, and a description and analysis of published data.

Legislation by Collective Bargaining — The Agreed Bill in Illinois Unemployment Compensation Legislation, by Gilbert Y. Steiner

1951. 62 p. Paper bound. \$1.00

A study of the so-called "agreed bill" process whereby representatives of management and labor work out a pattern of legislation through negotiation. The volume, which deals with one type of Illinois law, unemployment compensation, is the first detailed description of this process.

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Volume 1 is intended to serve two purposes—to give students and practitioners direct access to a rich collection of case study material and to enable them, if they desire, to make their own interpretations and conclusions. Each of the five studies, on Grain Processing, Metal Products, Garment Manufacture, Trucking, and Construction, contains two parts—a historical account of the evolution of the labor-management relationship and a detailed description of relations during the 1948-1950 period. The volume opens with a note on the framework and methodology of the study and a sociological analysis of Illini City and the effect of the community on labor-management relations in the various industries.

Volume 2 is devoted to comparisons among the relationships in the eight establishments described in the five case studies in Volume 1. In contrast to the first volume, this book is largely cross sectional in character, focusing on three aspects of labor-management relations at the particular point of time of the research period. One sec-

tion contains an analysis and discussion of these aspects — Attitudinal Climate, Economic Status of the Work Force, and Extent of Union Influence — selected by the research team as being particularly significant. In another section twenty hypotheses relating to the determinants of the three aspects are discussed. The analysis is first concerned with the relationship between a single determinant and a single aspect and then is extended to the level of multi-variable relations. A third section contains a number of explorations in quantitative methods of multivariate and typological analysis. This volume is highly experimental. It includes a variety of quantitative and qualitative methods designed to describe similarities and differences among labor-management relationships and to explain the reasons for their existence.

National Economic Planning by Collective Bargaining — The Formation of Austrian Wage, Price, and Tax Policy After World War II, by Murray Edelman

1954. 80 p. Cloth bound. \$2.00

A study of the Austrian method of planning general changes in prices, wages, pensions, and taxes by collective bargaining among management, labor, and agricultural organizations. The author analyzes the five agreements negotiated between 1947 and 1951 and discusses their significance as public policy formation.

Labor-Management Relations in the Illinois State Service, by Richard C. McFadden

1954. 58 p. Paper bound, mimeograph text. \$1.00

An analysis of labor-management relations in the administrative agencies of the Illinois State government as of 1952. In addition, a separate analysis of labor relations in the State's higher educational institutions is included.

Labor-Management Relations at the Plant Level Under Industry-Wide Bargaining — A Study of the Engineering (Metal-Working) Industry in Birmingham, England, by Milton Derber

1955. 140 p. Paper bound. \$2.00

A study of collective bargaining in the British metal-working industry. The author approaches the subject from the level of the local establishment and analyzes how the system operates in a sample of ten establishments in the city of Birmingham. The relation between collective bargaining and joint consultation is also explored.

Participation of the United States in the International Labor Organization, by John B. Tipton

1959. 150 p. Paper bound, mimeograph text. \$2.00

A comprehensive history of both the unofficial and official participation of the United States in the Inter-

national Labor Organization from 1919 to March, 1958, and a discussion of some of the national and international influences on that participation. In the opening section the author raises several key questions as guides to the underlying influences on American participation in the ILO, and he considers these factors in his historical narrative.

INSTITUTE RESEARCH STUDIES PUBLISHED ELSEWHERE

Labor and the New Deal, edited by Milton Derber and Edwin Young

1957. 393 p. (University of Wisconsin Press, 430 Sterling Court, Madison 6, Wisconsin.) \$6.00

A series of interpretive essays on selected aspects of labor relations and the labor movement during the New Deal years. The purpose of the book is to show ways in which developments during that period influenced both labor and management up to the present time. The volume is a joint project of the University of Illinois Institute of Labor and Industrial Relations and the University of Wisconsin Department of Economics. Some of the authors were involved in formulation of governmental policy during the New Deal years and have chosen to discuss those topics.

Industrial Relations in Postwar Japan, by Solomon B. Levine

1958. 200 p. (University of Illinois Press, Urbana, Illinois.) \$4.25

An investigation of the historical and environmental context of present-day industrial relations in Japan, focusing on the principal characteristics of the contemporary Japanese economy, the process of Japan's industrialization, and the reforms undertaken by the Occupation. The author traces the evolution and present status of the institutions of management and organized labor and offers observations on the future course of Japanese industrial relations.

Diary of a Strike, by Bernard Karsh

1958. 160 p. (University of Illinois Press, Urbana, Illinois.) \$3.50

A dramatic play-by-play account of an organizing campaign and a strike, its effects upon the individuals directly and indirectly involved, upon the company, and upon the entire community. The reader is taken behind closed doors and to the picket lines to hear verbatim comments from professional union officials, strikers, nonstrikers, fence-sitters, company officials, city officials, and townspeople. The report and analysis provide an understanding of the behavior of people in groups — their motivations, their reactions, and their adjustments to a conflict and its aftermath.

State Labor Relations Laws (Publication 131), by Murray Edelman

1958. 50 p. (Illinois Legislative Council, Springfield, Illinois.) Single copies free from the Council or from the Institute.

A review of the provisions of state labor relations laws, defined by the author as those statutes and related court decisions dealing with the right of workers to organize and with the collective relationships of unions and managements. Provisions discussed include administration, enforcement procedures, exemptions, representation cases, unfair labor practices, and particularized controls.

Contracting-Out, A Study of Management Decision-Making, by Margaret K. Chandler and Leonard R. Sayles
1959. 40 p. (Graduate School of Business, Columbia University, New York 27, New York.) \$1.00

A report of research aimed at pinpointing organizational differences in structuring and making a decision — in this case, the decision whether to contract-out work or use in-plant maintenance and construction forces. The authors attempt to view the decision in action, to observe pressures that surround those who make it, to note the organizational level for the decision, and to determine reasons for shifts from one level to another. Data were collected in intensive interviews with management personnel in 74 industrial plants, normally employing more than 1,000 persons, in the northeastern quarter of the U. S.

Impact on Workers and Community of a Plant Shutdown in a Depressed Area, by Richard C. Wilcock

1960. 58 p. (U. S. Department of Labor Bulletin No. 1264, Superintendent of Documents, U. S. Government Printing Office, Washington 25, D. C.) \$.40

A statistical examination of the employment and unemployment experiences of laid-off workers and a case history of a few years in the life of a community already subject to chronic unemployment and faced with the loss of its major industry. The survey was conducted for the Bureau of Labor Statistics.

Chicago and the Labor Movement: Metropolitan Unionism in the 1930's, by Barbara Warne Newell

1961. 288 p. (University of Illinois Press, Urbana, Illinois.) \$6.00

A detailed history of the labor movement in the Chicago area up to 1940. The author examines the political, social, and historical influences which gave Chicago its distinct character and reveals how the Irish, Jews, Negroes, the social workers, the Roman Catholic church, the ward bosses, and its past history were important in shaping Chicago's unique "mould." Evolving from this

account of the impact of trade unionism on Chicago and the impact of Chicago on the labor movement is a theory of the development of metropolitan unionism.

★ **Unwanted Workers: Permanent Layoffs and Long-Term Unemployment**, by Richard C. Wilcock and Walter H. Franke

1963. 340 p. (The Free Press of Glencoe, 60 Fifth Avenue, New York 11, New York.) \$6.95

A careful investigation of the problems arising when experienced workers — men and women, white and Negro — find themselves unemployed either because their employers have transferred plant operations to other areas or because technological changes have eliminated their jobs. The authors base their study on detailed surveys conducted in five cities. In the final chapters they assess existing and proposed measures for alleviating the problem of long-term unemployment.

Bulletins and Technical Reports

These presentations of many subjects in the field of labor and industrial relations are intended for general and popular use in the classroom, in day-by-day industrial relations, and for furthering the knowledge of all those interested in this broad field. Special rates on orders for ten or more copies.

Supervisory Training — Why, What, How, by John F. Humes

1949. 24 p. (Vol. 3, No. 3.) \$.25

Unions, Management, and Industrial Safety, by Jack Strickland

1951. 25 p. (Vol. 5, No. 2.) \$.25

Job Evaluation, by L. C. Pigage and J. L. Tucker

1952. 43 p. (Vol. 5, No. 3.) \$.25

Workers on the Move, by Kenneth Lehmann and C. Edward Weber

1952. 22 p. (Vol. 6, No. 1.) \$.10

Motion and Time Study, by L. C. Pigage and J. L. Tucker

1954. 48 p. (Bulletin No. 24.) \$.25

Workmen's Compensation in Illinois, by Arnold R. Weber

1955. 56 p. (Bulletin No. 25.) \$.50

Assignment, Garnishment, and Consumer Credit in Illinois, by Francis M. Rush, Jr.

1958. 30 p. (Bulletin No. 26.) \$.50

Preparing Workers for Retirement, by Walter H. Franke

1962. 75 p. (Bulletin No. 27.) \$1.00

- ★ **Manpower Resources, Section 5 of the Atlas of Illinois Resources**, prepared under the direction of Richard C. Wilcock
1963. 61 p. Free

Reprints

These articles by staff members originally appeared in professional journals. Many of them represent the results of study in specialized fields of labor-management relations. Single copies free of charge; 25 cents each for additional copies. Special rates on orders for ten or more copies.

Summary and Conclusions Chapter — Problems and Policies of Dispute Settlement and Wage Stabilization During World War II, by W. Ellison Chalmers, Milton Derber, and William H. McPherson

1951. 28 p. (Reprint No. 9.)

Union-Management Relations and Technical Change: A Case Study, by Solomon B. Levine

1951. 18 p. (Reprint No. 13.)

Psychologic Factors in Employee Training, by Homer L. Gammill

1951. 4 p. (Reprint No. 14.)

Working on the Railroad: A Study of Job Satisfaction, by Ross Stagner, D. R. Flebbe, and E. V. Wood

1953. 13 p. (Reprint No. 19.)

Labor-Management Relations in Illini City, by Milton Derber

1954. 7 p. (Reprint No. 24.)

Labor Relations in British Metalworking, by Milton Derber

1955. 7 p. (Reprint No. 31.)

Japan's Tripartite Labor Relations Commissions, by Solomon B. Levine

1955. 22 p. (Reprint No. 34.)

European Variations on the Mediation Theme, by William H. McPherson

1955. 12 p. (Reprint No. 35.)

NLRB Procedures and Economic Policy, by Murray Edelman

1955. 12 p. (Reprint No. 39.)

A Suggested Modification in Job Satisfaction Surveys, by R. A. Hudson Rosen and Hjalmar Rosen

1955. 11 p. (Reprint No. 43.)

Union-Management Relations in Italy: Some Observations, by Ross Stagner

1957. 13 p. (Reprint No. 49.)

- Labor Relations in Postwar Germany**, by William H. McPherson
1957. 11 p. (Reprint No. 50.)
- Employment Effects of a Plant Shutdown in a Depressed Area**, by Richard C. Wilcock
1957. 6 p. (Reprint No. 55.)
- Uniformities and Differences in Local Union-Management Relationships**, by Milton Derber, W. Ellison Chalmers, and Ross Stagner
1957. 14 p. (Reprint No. 56.)
- Industrial Relations in the New Japan**, by Solomon B. Levine
1957. 12 p. (Reprint No. 57.)
- Interest Representation and Policy Choice in Labor Law Administration**, by Murray Edelman
1958. 9 p. (Reprint No. 59.)
- Environmental Variables and Union-Management Accommodation**, by Milton Derber, W. Ellison Chalmers, and Ross Stagner
1958. 16 p. (Reprint No. 61.)
- Sources of Popular Support for the Italian Christian Democratic Party in the Postwar Decade**, by Murray Edelman
1958. 17 p. (Reprint No. 62.)
- The Union Business Agent's Perspective of His Job**, by Hjalmar Rosen and R. A. Hudson Rosen
1957. 10 p. (Reprint No. 64.)
- Building Industry Apprenticeships in the U.S.A. and Western Australia**, by Norman F. Dufty
1958. 11 p. (Reprint No. 65.)
- Industrial Relations at the Plant Level in Three Illinois Communities**, by Milton Derber, W. Ellison Chalmers, and Ross Stagner
1958. 16 p. (Reprint No. 66.)
- Causes of Fluctuations in Popular Support for the Italian Communist Party Since 1946**, by Murray Edelman
1958. 18 p. (Reprint No. 67.)
- Concepts of Power**, by Murray Edelman
1958. 6 p. (Reprint No. 69.)
- Guttman-Type Scales for Union and Management Attitudes Toward Each Other**, by Ross Stagner, W. E. Chalmers, and Milton Derber
1958. 8 p. (Reprint No. 73.)
- Construction and Maintenance: Who Contracts It Out — and Why**, by Margaret K. Chandler and Leonard R. Sayles
1959. 4 p. (Reprint No. 74.)

The Dimensionality of Union-Management Relations at the Local Level, by Ross Stagner, Milton Derber, and W. Ellison Chalmers

1959. 7 p. (Reprint No. 76.)

Labor Policy in a Democracy, by Murray Edelman

1959. 5 p. (Reprint No. 77.)

Steel Strike Complicates 20 Years of Progress in Labor Relations, by Milton Derber

1959. 8 p. (Reprint No. 79.)

Categories of Thought About Jobs and People in Industry, by Harry C. Triandis

1959. 7 p. (Reprint No. 83.)

Title VII: The Taft-Hartley Amendments, by R. W. Fleming

1960. 45 p. (Reprint No. 86.)

Cooperation Among Auto Managements in Collective Bargaining, by William H. McPherson

1960. 8 p. (Reprint No. 87.)

Symbols and Political Quiescence, by Murray Edelman

1961. 10 p. (Reprint No. 89.)

The Coming Revolution in Labor Relations, by Bernard Karsh and Solomon B. Levine

1960. 6 p. (Reprint No. 90.)

Industrial Relations in the Next Generation, by Solomon B. Levine and Bernard Karsh

1961. 12 p. (Reprint No. 91.)

Members, Nonmembers, Ex-members, by Margaret K. Chandler and Philip Marden

1961. 14 p. (Reprint No. 92.)

Union-Management Relations Research, by Milton Derber and others, with comment by Melville Dalton

1961. 11 p. (Reprint No. 98.)

Getting Through to Your Boss — A Research Report on Cognitive Similarity, Communication and Interpersonal Attraction, by Harry C. Triandis

1961. 7 p. (Reprint No. 100.)

Occupational Roles and Forms of Enterprise, by Joseph R. Gusfield

1961. 10 p. (Reprint No. 101.)

Managerial Role Interaction: A Study of Three Managerial Levels, by Hjalmar Rosen

1961. 5 p. (Reprint No. 102.)

Problems of Procedural Regularity in Labor Arbitration, by Robben Wright Fleming

1961. 29 p. (Reprint No. 103.)

- Desirable Attributes of Work: Four Levels of Management Describe Their Job Environments**, by Hjalmar Rosen
1961. 5 p. (Reprint No. 104.)
- Sources of Occupational Wage and Salary Rate Dispersion Within Labor Markets**, by Harry M. Douty
1961. 8 p. (Reprint No. 107.)
- Assessing Union-Management Relationships**, by Milton Derber, W. Ellison Chalmers, and Milton Edelman
1961. 14 p. (Reprint No. 108.)
- A Discography (LP) of American Labor Union Songs**, by Archie Green
1961. 8 p. (Reprint No. 109.)
- Managers Predict Their Futures**, by Hjalmar Rosen
1962. 5 p. (Reprint No. 113.)
- The Carter Family's "Coal Miner's Blues,"** by Archie Green
1962. 12 p. (Reprint No. 114.)
- Will Economic Growth Solve the Problem of Long-Term Unemployment?** by Richard C. Wilcock and Walter H. Franke
1962. 13 p. (Reprint No. 115.)
- ★ **Research on Negro Job Status**, by W. Ellison Chalmers and Nathaniel W. Dorsey
1962. 16 p. (Reprint No. 120.)
- ★ **Correlates of Productivity**, by Hjalmar Rosen and Edward F. McCallum
1962. 11 p. (Reprint No. 123.)
- ★ **Israel's Wage Differential: A Persisting Problem**, by Milton Derber
1963. 13 p. (Reprint No. 125.)
- ★ **Controlling Government's Wage and Manpower Bill**, by T. L. Johnston
1963. 16 p. (Reprint No. 126.)
- ★ **Occupational Motivation of Research and Development Personnel**, by Hjalmar Rosen
1963. 7 p. (Reprint No. 127.)
- ★ **National Wage Policy in Israel, 1948-1962**, by Milton Derber
1963. 14 p. (Reprint No. 128.)
- ★ **Reflections on the Nature of Labor Arbitration**, by R. W. Fleming
1963. 28 p. (Reprint No. 129.)
- ★ **Labor Market Experiences of Unemployed Older Workers**, by Walter H. Franke
1963. 13 p. (Reprint No. 130.)

- ★ **Grievance Settlement Procedures in Western Europe**, by William H. McPherson
1963. 10 p. (Reprint No. 131.)
- ★ **Research at the Industrial Relations Centers**, by Milton Derber and Rennard Davis
1963. 4 p. (Reprint No. 132.)
- ★ **Some Observations on Contract Grievances Before Courts and Arbitrators**, by R. W. Fleming
1963. 21 p. (Reprint No. 133.)

Lectures

These talks have been given on different occasions by Institute staff members or by others appearing on Institute-conducted programs. The Institute had them mimeographed for general distribution because they were considered both worthy and constructive. Single copies free of charge; 25 cents each for additional copies. Special rates on orders for ten or more copies.

How People Make Up Their Minds About Unions, by Ross Stagner
1950. 14 p. (Lecture No. 7.)

The Development of Labor Legislation and Its Effect Upon the Welfare of the American Workman, by Edwin E. Witte
1954. 24 p. (Lecture No. 11.)

A Management View of Unions, by A. T. Carpenter
1957. 19 p. (Lecture No. 13.)

Right and Wrong in Labor Relations, by Milton Derber
1958. 19 p. (Lecture No. 14.)

Implications of Negotiated Profit-Sharing Plans, by David Dolnick
1958. 14 p. (Lecture No. 15.)

Unemployment Compensation in Illinois: Current Problems and Future Prospects, by Samuel Bernstein
1958. 17 p. (Lecture No. 16.)

Industrial Homework: An Old Problem Lingers On, by Milton Derber
1959. 11 p. (Lecture No. 17.)

Changing Industrial Relations Problems in Atomic Energy, by Oscar S. Smith
1959. 15 p. (Lecture No. 18.)

The Management Consultant Looks at the Labor Press, by Robert Newcomb and Marg Sammons
1960. 8 p. (Lecture No. 19.)

The Function of the International Confederation of Free Trade Unions, by Arne Geijer

1960. 8 p. (Lecture No. 20.)

The Human Resources Function, by E. Wight Bakke

1961. 14 p. (Lecture No. 21.)

Extension Manuals

These manuals were prepared by members of the Institute staff for use in extension classes, conferences, and institutes. Special rates on orders for ten or more copies.

Making Union Meetings Effective

1951. 27 p. \$.25

Handling Grievances, by John M. Brumm and Herman Erickson

1951. Revised 1956. 30 p. \$.25

How Our Economy Works, by Herman Erickson

1952. Revised 1959. 39 p. \$.25

Collective Bargaining Procedures and Issues, by Herman Erickson

1954. Revised 1961. 31 p. \$.25

Using Education in Your Union

1952. Revised 1958. 17 p. \$.25

Library Publications

These publications were compiled and written by the Institute librarian and members of his staff.

GENERAL BIBLIOGRAPHIES

The Worker in American Fiction: An Annotated Bibliography, compiled by Virginia Prestridge

1954. 27 p. (Bibliographic Contributions No. 4.) \$1.00

Doctoral Dissertations in Labor and Industrial Relations, 1933-1953, compiled by Ned Rosen and Ralph E. McCoy

1954. 85 p. (Bibliographic Contributions No. 5.) \$1.00

Labor History in the United States: A General Bibliography, compiled by Gene S. Stroud and Gilbert E. Donahue

1961. 167 p. (Bibliographic Contributions No. 6.) \$2.00

American Labor in Journals of History: A Bibliography, compiled by Fred Duane Rose

1962. 87 p. (Bibliographic Contributions No. 7.) \$1.00

**LABOR-MANAGEMENT****3 0112 110340707****Labor-Management Relations: A List of Selected Readings for High School Students and Teachers**

1948-date. Up to ten copies free; special rates on orders for ten or more copies.

An annotated bibliography prepared by a committee representing the Institute and the College of Education. Each issue deals with a specific topic, frequently one of current interest. Selection is made on the basis of authenticity of the information, readability, and availability to students.

Vocational Guidance (May 1956)

Union Security vs. Compulsory Unionism: The "Right to Work" Issue (September 1958)

Racketeering in Union-Management Relations (November 1958)

Public Labor Policy (September 1959)

The Problems of the Older Worker and the Aged (April 1960)

- ★ **Industrial Relations: A Check-List of Recent Books** (March 1963)

Miscellaneous

The Institute publishes additional items which do not fall in any of the other classifications.

- ★ **Graduate Study in Labor and Industrial Relations**, a description of the resident instruction program, course offerings, admission requirements, and assistantships and fellowships available to graduate students at the Institute. Biennial. 28 p. Free
- ★ **Annual Report**, a yearly review of Institute activities, including those in the teaching, research, and extension programs. Yearly. 16 p. Free
- ★ **Films for Trade Union Groups**, titles and descriptions of labor films which may be borrowed from the University of Illinois collection as well as a list of other film directories and guides. Revised 1963. 25 p. Free

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INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS

The University of Illinois Board of Trustees established the Institute of Labor and Industrial Relations in 1946 to "inquire faithfully, honestly, and impartially into labor-management problems of all types, and secure the facts which will lay the foundation for future progress in the whole field of labor relations."

Accordingly, the Institute has divided its program into three main parts:

1. **Resident instruction** leading to the degrees of Master of Arts and Ph.D. in labor and industrial relations,
2. **Research** in basic problems affecting labor and industrial relations,
3. **Extension services** to the public, including labor, management, and other special groups.

| | |
|-----------------|--|
| Melvin Rothbaum | Phillips L. Garman |
| <i>Director</i> | <i>Coordinator, Labor Extension</i> |
| Dorothy Wetzel | Earl C. Wolfe |
| <i>Editor</i> | <i>Coordinator, Management Extension</i> |

INSTITUTE PUBLICATIONS

To extend a knowledge of labor-management relations to all who are interested, the Institute supplements its work by publishing articles, books, bibliographies, and pamphlets. Many of these publications are nontechnical explanations of specific fields of labor and industrial relations. Others are reports of intensive studies in special areas. These publications explain the work of the Institute and attempt to add to a general understanding of the entire field of labor-management relations.

In this booklet we present a list of all publications which are currently available from the Institute. Please address requests to:

The Editor
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Vol. 21

1969

CONTENTS

| | |
|------------------------------------|---|
| <i>New ILIR Publications</i> | 4 |
|------------------------------------|---|

Other Available Publications

| | |
|---|----|
| RESEARCH VOLUMES — research staff findings..... | 6 |
| Institute Publications | 6 |
| Institute Research Studies Published Elsewhere..... | 9 |
| Other Recent Books by ILIR Faculty..... | 12 |
| BULLETINS AND TECHNICAL REPORTS — popular treatment of current issues..... | 13 |
| REPRINTS — articles published by staff members..... | 13 |
| LECTURES — talks of general interest..... | 18 |
| EXTENSION MANUALS — brief study guides..... | 18 |
| LIBRARY PUBLICATIONS | 19 |
| General Bibliographies | 19 |
| Labor-Management Relations — annotated reading lists on labor and industrial relations topics..... | 19 |
| MISCELLANEOUS..... | 20 |

New ILIR Publications

(Single copies of the following publications are free; additional copies are 25 cents each.)

Need Type and Job Satisfaction Among Industrial Scientists, by George B. Graen, Rene V. Dawis, and David J. Weiss

1968. 4 p. (Reprint No. 191.)

Methods of Estimating Occupational Attrition, by Hugh Folk and Donald E. Yett

1968. 6 p. (Reprint No. 192.)

Collective Bargaining in Great Britain and the United States, by Milton Derber

1968. 12 p. (Reprint No. 193.)

Use of Importance as a Weighting Component of Job Satisfaction, by Patricia Smith Mikes and Charles L. Hulin

1968. 5 p. (Reprint No. 194.)

Industrialization and the Convergence Hypothesis: Some Aspects of Contemporary Japan, by Bernard Karsh and Robert E. Cole

1968. 20 p. (Reprint No. 195.)

Determinants of Differences in the Quit Rate Among Industries, by Vladimir Stoikov and Robert L. Raimon

1968. 16 p. (Reprint No. 197.)

Instrumentality Theory of Work Motivation: Some Experimental Results and Suggested Modifications, by George Graen

1969. 25 p. (Reprint No. 198.)

Who Negotiates for the Public Employer? by Milton Derber

1969. 7 p. (Reprint No. 199.)

The Workers in the Dawn: Labor Lore, by Archie Green

1969. 12 p. (Reprint No. 200.)

Human Relations versus Management, by Bernard Karsh
1969. 14 p. (Reprint No. 201.)

Youth Unemployment, by Hugh Folk
1969. 48 p. (Reprint No. 202.)

The Effect of Blue-Collar Unionism on White-Collar Earnings, by Robert L. Raimon and Vladimir Stoikov
1969. 17 p. (Reprint No. 203.)

The Allocation of the Cost of Displaced Labor and Severance Pay, by Vladimir Stoikov
1969. 13 p. (Reprint No. 204.)

“Industrial Democracy” as an Organizing Concept for a Theory of Industrial Relations, by Milton Derber
1969. 14 p. (Reprint No. 205.)

Other Available Publications

Research Volumes

These are reports of studies conducted by the Institute's research staff on many aspects of labor and industrial relations. Some of the research was done by special request, while other studies were conducted as a part of the Institute's research program.

INSTITUTE PUBLICATIONS

Legislation by Collective Bargaining — The Agreed Bill in Illinois Unemployment Compensation Legislation, by Gilbert Y. Steiner

1951. 62 p. Paper bound. \$1.00

A study of the so-called "agreed bill" process whereby representatives of management and labor work out a pattern of legislation through negotiation. The volume, which deals with one type of Illinois law, unemployment compensation, is the first detailed description of this process.

Labor-Management Relations in Illini City, Vol. 1: The Case Studies, by W. Ellison Chalmers, Margaret K. Chandler, Louis L. McQuitty, Ross Stagner, Donald E. Wray, and Milton Derber, Coordinator

1953. xlii + 809 p. Cloth bound. \$10.00

Case study reprints, paper bound.
\$1.25

Labor-Management Relations in Illini City, Vol. 2: Explorations in Comparative Analysis, by W. Ellison Chalmers, Margaret K. Chandler, Louis L. McQuitty, Ross Stagner, Donald E. Wray, and Milton Derber, Coordinator

1954. 659 p. Cloth bound. \$7.50

Both volumes. \$15.00

Special Price: Vol. 1. \$5.00

Vol. 2. \$3.75

Both volumes. \$7.50

Case studies. \$.75

Intensive study was made of eight establishments in five industries in Illini City, a medium-sized midwestern community, during a specific time period, 1948-1950. The focus of interest was relations of unions and managements at the in-plant level — including observations of not only top management and union leaders but production workers and minor supervisors as well. Another important factor, which was analyzed in detail, was the community itself and the effect it had on relations of unions and manage-

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Labor-Management Relations in the Illinois State Service,
by Richard C. McFadden

1954. 58 p. Paper bound, mimeograph text. \$1.00

An analysis of labor-management relations in the administrative agencies of the Illinois State government as of 1952. In addition, a separate analysis of labor relations in the State's higher educational institutions is included.

Labor-Management Relations at the Plant Level Under Industry-Wide Bargaining — A Study of the Engineering (Metal-Working) Industry in Birmingham, England, by Milton Derber

1955. 140 p. Paper bound. \$2.00

A study of collective bargaining in the British metal-working industry. The author approaches the subject from the level of the local establishment and analyzes how the system operates in a sample of ten establishments in the city of Birmingham. The relation between collective bargaining and joint consultation is also explored.

Participation of the United States in the International Labor Organization, by John B. Tipton

1959. 150 p. Paper bound, mimeograph text. \$2.00

A comprehensive history of both the unofficial and official participation of the United States in the International Labor Organization from 1919 to March, 1958, and a discussion of some of the national and international influences on that participation. In the opening section the author raises several key questions as guides to the underlying influences on American participation in the ILO, and he considers these factors in his historical narrative.

Current Manpower Problems: An Introductory Survey, by Adolf Sturmthal, with the assistance of Walter H. Franke

1964. 103 p. Paper bound; multilith. \$2.00

A survey designed to review the current status of research on manpower problems, "for years a step-child of social scientists." The author identifies some of the "astounding gaps" in the information now available and goes on to set out research needs in the area. Appendixes include (1) a description of the Industry-Employment Matrix developed in the United States, (2) citations of labor market research now under way, and (3) a discussion of methods of manpower accounting now in use in the Soviet Union.

Plant Union-Management Relations: From Practice to Theory, by Milton Derber, W. E. Chalmers, and Milton T. Edelman

1965. 179 p. \$4.75

A distinctive treatment of types, combining quantitative and qualitative methods, and some new findings about the relation between leadership and process change are reported in this final volume of the Illini City series. The authors resurveyed 37 of the 41 establishments described in an earlier study, and in this latest book they record the

effects of change over a three-year period, explain the differences among the cases, and present descriptive vignettes of 19 of them. But their project was directed toward developing and refining a research design adequate for comparative studies of union-management relationships, and a major portion of the book is devoted to a report of their experiments with the combination of methodologies and an analysis of general theoretical problems.

The French Labor Courts: Judgment by Peers, by William H. McPherson and Frederic Meyers

1966. 104 p. \$3.75

An analysis of the oldest system of special tribunals for the settlement of disputes of right between employers and employees. The authors describe in detail the bipartite structure of the courts, their jurisdiction and procedures, and their operation, including the efforts of lay judges to conciliate disputes. They also discuss some structural and operational problems and evaluate achievements of the system.

INSTITUTE RESEARCH STUDIES PUBLISHED ELSEWHERE

Labor and the New Deal, edited by Milton Derber and Edwin Young

1957. 393 p. (University of Wisconsin Press, 430 Sterling Court, Madison, Wisconsin 53706.) \$6.00

A series of interpretive essays on selected aspects of labor relations and the labor movement during the New Deal years. The purpose of the book is to show ways in which developments during that period influenced both labor and management up to the present time. The volume is a joint project of the University of Illinois Institute of Labor and Industrial Relations and the University of Wisconsin Department of Economics. Some of the authors were involved in formulation of governmental policy during the New Deal years and have chosen to discuss those topics.

Industrial Relations in Postwar Japan, by Solomon B. Levine

1958. 200 p. (University of Illinois Press, Urbana, Illinois 61801.) \$4.25

An investigation of the historical and environmental context of present-day industrial relations in Japan, focusing on the principal characteristics of the contemporary Japanese economy, the process of Japan's industrialization, and the reforms undertaken by the Occupation. The author traces the evolution and present status of the institutions of management and organized labor and offers

observations on the future course of Japanese industrial relations.

Diary of a Strike, by Bernard Karsh

1958. 160 p. (University of Illinois Press, Urbana, Illinois 61801.) \$3.50

A dramatic play-by-play account of an organizing campaign and a strike, its effects upon the individuals directly and indirectly involved, upon the company, and upon the entire community. The reader is taken behind closed doors and to the picket lines to hear verbatim comments from professional union officials, strikers, nonstrikers, fence-sitters, company officials, city officials, and townspeople. The report and analysis provide an understanding of the behavior of people in groups — their motivations, their reactions, and their adjustments to a conflict and its aftermath.

Impact on Workers and Community of a Plant Shutdown in a Depressed Area, by Richard C. Wilcock

1960. 58 p. (U. S. Department of Labor Bulletin No. 1264, Superintendent of Documents, U. S. Government Printing Office, Washington, D. C. 20402.) \$.40

A statistical examination of the employment and unemployment experiences of laid-off workers and a case history of a few years in the life of a community already subject to chronic unemployment and faced with the loss of its major industry. The survey was conducted for the Bureau of Labor Statistics.

Chicago and the Labor Movement: Metropolitan Unionism in the 1930's, by Barbara Warne Newell

1961. 288 p. (University of Illinois Press, Urbana, Illinois 61801.) \$6.00

A detailed history of the labor movement in the Chicago area up to 1940. The author examines the political, social, and historical influences which gave Chicago its distinct character and reveals how the Irish, Jews, Negroes, the social workers, the Roman Catholic church, the ward bosses, and its past history were important in shaping Chicago's unique "mould." Evolving from this account of the impact of trade unionism on Chicago and the impact of Chicago on the labor movement is a theory of the development of metropolitan unionism.

Unwanted Workers: Permanent Layoffs and Long-Term Unemployment, by Richard C. Wilcock and Walter H. Franke

1963. 340 p. (The Free Press of Glencoe, 60 Fifth Avenue, New York, New York 10011.) \$7.50

A careful investigation of the problems arising when experienced workers — men and women, white and Negro

—find themselves unemployed either because their employers have transferred plant operations to other areas or because technological changes have eliminated their jobs. The authors base their study on detailed surveys conducted in five cities. In the final chapters they assess existing and proposed measures for alleviating the problem of long-term unemployment.

White-Collar Trade Unions: Contemporary Developments in Industrial Societies, edited by Adolf Sturmthal
1966. 432 p. (University of Illinois Press, Urbana, Illinois 61801.) \$7.95

The past, present, and future of white-collar trade unionism in Australia, Austria, France, Germany, Great Britain, Japan, Sweden, and the United States are traced and analyzed by authorities in each of the countries. The editor contributes a concluding comparative chapter.

Research in Labor Problems in the United States, by Milton Derber
1967. 184 p. (Random House, Inc., 501 Madison Avenue, New York, New York 10022.) \$2.95

A study of the historical evolution of labor research and of contemporary achievements and problems. Sections include the scope of labor problems research, research as an instrument of reform and administration, the developing of labor research as a science, methodological problems, expanding knowledge, limitations and gaps, and prospects for the future. An outline of an introductory graduate-level labor research course is included.

Crucial Issues in Industrial Relations in Singapore, by W. Ellison Chalmers
1967. 312 p. (Donald Moore Press Ltd., Singapore.) \$4.50

An analysis of the emerging industrial relations system of the new Singapore, an intricate system involving politics, the government, the Arbitration Court, and unions and their federations. The crucial issues are the points at which change is taking place, for better or for worse. The author wrote the report as he was completing two years as a visiting professor at the University of Singapore.

Collective Bargaining and Productivity: The Longshore Mechanization Agreement, by Paul T. Hartman
1969. 300 p. (University of California Press, Berkeley, California 94720.) \$7.00

A study of work rules and technological change in the Pacific Coast longshore industry. It traces the development of work rules involving redundant manning, multiple

handling, and other practices restricting output. It examines the relaxation of the rules and abandonment of resistance to technological change in negotiations between the union and management in 1960 and 1966, and analyzes the effects of the changed policies on productivity, economic conditions in the industry, labor relations, and the work force.

The Measurement of Satisfaction in Work and Retirement: A Strategy for the Study of Attitudes, by Patricia Cain Smith, Lorne M. Kendall, and Charles L. Hulin 1969. 186 p. (Rand McNally & Co., P.O. Box 7600, Chicago, Illinois 60680.) \$7.50

A step-by-step account of the construction, validation, and norm-construction of a set of measures of job satisfaction and retirement satisfaction. The book includes extensive stratified norm tables for both sets of measures. In addition, a theoretical model of the antecedent conditions of job satisfaction is provided. This model of job attitudes received empirical support in the studies reported in the book.

The American Idea of Industrial Democracy, 1865-1965, by Milton Derber 1970. 416 p. (University of Illinois Press, Urbana, Illinois 61801.) \$9.50

The thoughts and practices, from a historical perspective, of American labor leaders, industrialists, and public figures relating to democratic government in the workplace. The evolution of the contemporary concept of industrial democracy is traced through five periods: (1) the search for a model, 1865-1897; (2) the burgeoning of the idea, 1898-1920; (3) a decade of welfare capitalism, the 1920's; (4) government assumes a major role, 1933-1945; and (5) the growth in legalization, 1945-1965. A concluding section assesses the problems and prospects of the future.

OTHER RECENT BOOKS BY ILIR FACULTY

The Government of the Oil, Chemical and Atomic Workers Union, by Melvin Rothbaum (Trade Unions Monograph Series.)

1962. 185 p. (John Wiley & Sons, Inc., 605 Third Avenue, New York, New York 10016.) \$2.95

Workers Councils: A Study of Workplace Organization on Both Sides of the Iron Curtain, by Adolf Sturmthal. (Wertheim Publications in Industrial Relations.)

1964. 217 p. (Harvard University Press, Cambridge, Massachusetts 02138.) \$5.00

Bulletins and Technical Reports

These presentations of many subjects in the field of labor and industrial relations are intended for general and popular use in the classroom, in day-by-day industrial relations, and for furthering the knowledge of all those interested in this broad field. Special rates on orders for ten or more copies.

Supervisory Training — Why, What, How, by John F. Humes

1949. 24 p. (Vol. 3, No. 3.) \$.25

Unions, Management, and Industrial Safety, by Jack Strickland

1951. 25 p. (Vol. 5, No. 2.) \$.25

Job Evaluation, by L. C. Pigage and J. L. Tucker

1952. 43 p. (Vol. 5, No. 3.) \$.25

Workers on the Move, by Kenneth Lehmann and C. Edward Weber

1952. 22 p. (Vol. 6, No. 1.) \$.10

Motion and Time Study, by L. C. Pigage and J. L. Tucker

1954. 48 p. (Bulletin No. 24.) \$.25

Workmen's Compensation in Illinois, by Arnold R. Weber

1955. 56 p. (Bulletin No. 25.) \$.50

Assignment, Garnishment, and Consumer Credit in Illinois, by Francis M. Rush, Jr.

1958. 30 p. (Bulletin No. 26.) \$.50

Preparing Workers for Retirement, by Walter H. Franke

1962. 75 p. (Bulletin No. 27.) \$1.00

Reprints

These articles by staff members originally appeared in professional journals. Many of them represent the results of study in specialized fields of labor-management relations. Single copies free of charge; 25 cents each for additional copies. Special rates on orders for ten or more copies.

Summary and Conclusions Chapter — Problems and Policies of Dispute Settlement and Wage Stabilization During World War II, by W. Ellison Chalmers, Milton Derber, and William H. McPherson

1951. 28 p. (Reprint No. 9.)

Union-Management Relations and Technical Change: A Case Study, by Solomon B. Levine

1951. 18 p. (Reprint No. 13.)

Psychologic Factors in Employee Training, by Homer L. Gammill

1951. 4 p. (Reprint No. 14.)

- Working on the Railroad: A Study of Job Satisfaction**, by Ross Stagner, D. R. Flebbe, and E. V. Wood
1953. 13 p. (Reprint No. 19.)
- Labor-Management Relations in Illini City**, by Milton Derber
1954. 7 p. (Reprint No. 24.)
- Japan's Tripartite Labor Relations Commissions**, by Solomon B. Levine
1955. 22 p. (Reprint No. 34.)
- Union-Management Relations in Italy: Some Observations**, by Ross Stagner
1957. 13 p. (Reprint No. 49.)
- The Meaning of Work in an Age of Automation**, by Bernard Karsh
1957. 11 p. (Reprint No. 52.)
- Employment Effects of a Plant Shutdown in a Depressed Area**, by Richard C. Wilcock
1957. 6 p. (Reprint No. 55.)
- Industrial Relations in the New Japan**, by Solomon B. Levine
1957. 12 p. (Reprint No. 57.)
- Interest Representation and Policy Choice in Labor Law Administration**, by Murray Edelman
1958. 9 p. (Reprint No. 59.)
- Sources of Popular Support for the Italian Christian Democratic Party in the Postwar Decade**, by Murray Edelman
1958. 17 p. (Reprint No. 62.)
- Building Industry Apprenticeships in the U.S.A. and Western Australia**, by Norman F. Dufty
1958. 11 p. (Reprint No. 65.)
- Industrial Relations at the Plant Level in Three Illinois Communities**, by Milton Derber, W. Ellison Chalmers, and Ross Stagner
1958. 16 p. (Reprint No. 66.)
- Guttman-Type Scales for Union and Management Attitudes Toward Each Other**, by Ross Stagner, W. E. Chalmers, and Milton Derber
1958. 8 p. (Reprint No. 73.)
- Construction and Maintenance: Who Contracts It Out — and Why**, by Margaret K. Chandler and Leonard R. Sayles
1959. 4 p. (Reprint No. 74.)
- The Dimensionality of Union-Management Relations at the Local Level**, by Ross Stagner, Milton Derber, and W. Ellison Chalmers
1959. 7 p. (Reprint No. 76.)

- Labor Policy in a Democracy**, by Murray Edelman
1959. 5 p. (Reprint No. 77.)
- Emergency Strikes and National Policy**, by R. W. Fleming
1960. 14 p. (Reprint No. 84.)
- Title VII: The Taft-Hartley Amendments**, by R. W. Fleming
1960. 45 p. (Reprint No. 86.)
- The Coming Revolution in Labor Relations**, by Bernard Karsh and Solomon B. Levine
1960. 6 p. (Reprint No. 90.)
- Industrial Relations in the Next Generation**, by Solomon B. Levine and Bernard Karsh
1961. 12 p. (Reprint No. 91.)
- Members, Nonmembers, Ex-members**, by Margaret K. Chandler and Philip Marden
1961. 14 p. (Reprint No. 92.)
- Getting Through to Your Boss — A Research Report on Cognitive Similarity, Communication and Interpersonal Attraction**, by Harry C. Triandis
1961. 7 p. (Reprint No. 100.)
- Occupational Roles and Forms of Enterprise**, by Joseph R. Gusfield
1961. 10 p. (Reprint No. 101.)
- Managerial Role Interaction: A Study of Three Managerial Levels**, by Hjalmar Rosen
1961. 5 p. (Reprint No. 102.)
- A Discography (LP) of American Labor Union Songs**, by Archie Green
1961. 8 p. (Reprint No. 109.)
- Managers Predict Their Futures**, by Hjalmar Rosen
1962. 5 p. (Reprint No. 113.)
- Research on Negro Job Status**, by W. Ellison Chalmers and Nathaniel W. Dorsey
1962. 16 p. (Reprint No. 120.)
- Controlling Government's Wage and Manpower Bill**, by T. L. Johnston
1963. 16 p. (Reprint No. 126.)
- Occupational Motivation of Research and Development Personnel**, by Hjalmar Rosen
1963. 7 p. (Reprint No. 127.)
- National Wage Policy in Israel, 1948-1962**, by Milton Derber
1963. 14 p. (Reprint No. 128.)

- Adjustment Problems of a Long-Established Industrial Relations System**, by Milton Derber
1963. 12 p. (Reprint No. 134.)
- Plant Labor Relations in Israel**, by Milton Derber
1963. 21 p. (Reprint No. 137.)
- Worker Participation in Israeli Management**, by Milton Derber
1963. 22 p. (Reprint No. 138.)
- The National Union in Federal Labor Legislation**, by Herbert J. Lahne
1963. 16 p. (Reprint No. 140.)
- Relevance and Equivalence in Criterion Measures of Executive Success**, by Charles L. Hulin
1963. 12 p. (Reprint No. 142.)
- Soviet Womanpower as a Professional Resource**, by John B. Parrish
1964. 7 p. (Reprint No. 147.)
- Functions of Ignorance in Introducing Automation**, by Bernard Karsh and Jack Siegman
1964. 11 p. (Reprint No. 149.)
- Labor Participation in Management**, by Milton Derber
1965. 9 p. (Reprint No. 154.)
- A Linear Model of Job Satisfaction**, by Charles L. Hulin and Patricia Cain Smith
1965. 8 p. (Reprint No. 155.)
- The White-Collar, Blue-Collar Alliance in Japan**, by Solomon B. Levine
1965. 13 p. (Reprint No. 156.)
- Labor-Management in World War II**, by Milton Derber
1965. 6 p. (Reprint No. 157.)
- Comparative Research in Industrial Relations: Three Papers**, by Bernard Karsh, Hisashi Kawada, and Solomon B. Levine
1965. 30 p. (Reprint No. 158.)
- Increasing Structural Unemployment Re-examined**, by Vladimir Stoikov
1965. 9 p. (Reprint No. 159.)
- Concept Analysis in Industrial Relations**, by Milton Derber
1966. 4 p. (Reprint No. 160.)
- Structural-Functional Theory, the Dialectic, and Social Change**, by Robert Cole
1966. 20 p. (Reprint No. 161.)

- Effects of Community Characteristics on Measures of Job Satisfaction**, by Charles L. Hulin
1966. 8 p. (Reprint No. 162.)
- Adult Education and Swedish Political Leadership**, by Herman Erickson
1966. 15 p. (Reprint No. 163.)
- Some Determinants of the Level of Frictional Unemployment: A Comparative Study**, by Vladimir Stoikov
1966. 20 p. (Reprint No. 164.)
- Political Community and Group Interests in Modern India**, by Joseph R. Gusfield
1965. 19 p. (Reprint No. 165.)
- Educational Institutions in the Process of Economic and National Development**, by Joseph R. Gusfield
1966. 18 p. (Reprint No. 166.)
- Functional Areas of Leadership in Social Movements**, by Joseph R. Gusfield
1967. 19 p. (Reprint No. 167.)
- Tradition and Modernity: Misplaced Polarities in the Study of Social Change**, by Joseph R. Gusfield
1967. 11 p. (Reprint No. 171.)
- Interpersonal Relations in International Organizations**, by Harry C. Triandis
1967. 29 p. (Reprint No. 172.)
- Moral Passage: The Symbolic Process in Public Designations of Deviance**, by Joseph R. Gusfield
1968. 14 p. (Reprint No. 177.)
- Alienation, Environmental Characteristics, and Worker Responses**, by Milton R. Blood and Charles L. Hulin
1968. 7 p. (Reprint No. 178.)
- Shunto: Japanese Labor's Spring Wage Offensive**, by Robert Evans, Jr.
1968. 6 p. (Reprint No. 179.)
- Labor: Neglected Source of Support**, by Milferd Lieberthal
1968. 4 p. (Reprint No. 180.)
- Private Pensions and Labor Mobility**, by Hugh Folk
1968. 32 p. (Reprint No. 181.)
- International Comparisons of Income Levels**, by Vladimir Stoikov
1968. 6 p. (Reprint No. 182.)
- Labor-Management Policy for Public Employees in Illinois: The Experience of the Governor's Commission, 1966-1967**, by Milton Derber
1968. 18 p. (Reprint No. 184.)

Lectures

These talks have been given on different occasions by Institute staff members or by others appearing on Institute-conducted programs. The Institute had them mimeographed for general distribution because they were considered both worthy and constructive. Single copies free of charge; 25 cents each for additional copies. Special rates on orders for ten or more copies.

How People Make Up Their Minds About Unions, by Ross Stagner

1950. 14 p. (Lecture No. 7.)

The Development of Labor Legislation and Its Effect Upon the Welfare of the American Workman, by Edwin E. Witte

1954. 24 p. (Lecture No. 11.)

A Management View of Unions, by A. T. Carpenter

1957. 19 p. (Lecture No. 13.)

Right and Wrong in Labor Relations, by Milton Derber

1958. 19 p. (Lecture No. 14.)

Implications of Negotiated Profit-Sharing Plans, by David Dolnick

1958. 14 p. (Lecture No. 15.)

Unemployment Compensation in Illinois: Current Problems and Future Prospects, by Samuel Bernstein

1958. 17 p. (Lecture No. 16.)

Industrial Homework: An Old Problem Lingers On, by Milton Derber

1959. 11 p. (Lecture No. 17.)

Changing Industrial Relations Problems in Atomic Energy, by Oscar S. Smith

1959. 15 p. (Lecture No. 18.)

The Management Consultant Looks at the Labor Press, by Robert Newcomb and Marg Sammons

1960. 8 p. (Lecture No. 19.)

The Function of the International Confederation of Free Trade Unions, by Arne Geijer

1960. 8 p. (Lecture No. 20.)

The Human Resources Function, by E. Wight Bakke

1961. 14 p. (Lecture No. 21.)

A Management View of Employment Problems in the Steel Industry for the Next Decade, by William G. Caples

1964. 20 p. (Lecture No. 22.)

Extension Manuals

These manuals were prepared by members of the Institute staff for use in extension classes, conferences, and institutes. Special rates on orders for ten or more copies.

Making Union Meetings Effective

1951. 27 p. \$.25

Handling Grievances, by John M. Brumm and Herman Erickson

1951. Revised 1956. 30 p. \$.25

How Our Economy Works, by Herman Erickson

1952. Revised 1959. 39 p. \$.25

Collective Bargaining Procedures and Issues, by Herman Erickson

1954. Revised 1961. 31 p. \$.25

Using Education in Your Union

1952. Revised 1958. 17 p. \$.25

Democracy, Authoritarianism and the Labor Movement, a Study Guide, by Herman Erickson

1965. 83 p. (Pamphlet No. PR-145 available from United Steelworkers of America, 1500 Commonwealth Building, Pittsburgh, Pennsylvania 15222.)

The Union Leader as a Communicator, prepared for Labor Education Programs by Halbert E. Gulley

1964. 39 p. \$.25

Labor & Taxes, prepared by Allan J. Harrison and Phillips L. Garman

1967. 28 p. Mimeograph, paper-bound. \$.25

Library Publications

These publications were compiled and written by the Institute librarian and members of his staff.

GENERAL BIBLIOGRAPHIES**The Worker in American Fiction: An Annotated Bibliography**, compiled by Virginia Prestridge

1954. 27 p. (Bibliographic Contributions No. 4.) \$1.00

Doctoral Dissertations in Labor and Industrial Relations, 1933-1953, compiled by Ned Rosen and Ralph E. McCoy

1954. 85 p. (Bibliographic Contributions No. 5.) \$1.00

American Labor in Journals of History: A Bibliography, compiled by Fred Duane Rose

1962. 87 p. (Bibliographic Contributions No. 7.) \$1.00

Industrial Relations Bibliographies, a Check-List, compiled by George F. Mundle

1965. 54 p. (Bibliographic Contributions No. 8.) \$1.00

LABOR-MANAGEMENT RELATIONS**A List of Selected Readings in Labor and Industrial Relations**

1948-date. Up to ten copies free; special rates on orders for ten or more copies.

An annotated bibliography prepared by faculty and staff members. Each issue deals with a specific topic, frequently one of current interest. Selection is made on the



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basis of authenticity of
availability.

Vocational Guidance (May 1956)

The Problems of the Older Worker and the Aged (April 1960)

Industrial Relations: A Check-List of Recent Books (March 1963)

Industrial Relations: A Check-List of Recent Non-Book Material (September 1964)

Industrial Relations: A List of Paper Bound Books (May 1965)

Federal Labor Policy (September 1965)

The Minority Group Worker (September 1969)

Miscellaneous

The Institute publishes additional items which do not fall in any of the other classifications.

Graduate Study in Labor and Industrial Relations, a description of the resident instruction program, course offerings, admission requirements, and assistantships and fellowships available to graduate students at the Institute. Biennial. 35 p. Free

Films for Trade Union Groups, titles and descriptions of labor films which may be borrowed from the University of Illinois collection as well as a list of other film directories and guides.

Revised 1968. 26 p. 25 cents

Collective Bargaining for State and Local Public Employees, a Conference Report

1967. 20 p. Mimeograph, paper bound. 25 cents

Three papers presented at the 18th Annual Central Labor Union Conference December 9, 1966, at the University of Illinois, including Notes on Legislative Developments in Illinois and Other States; Problems from the Viewpoint of State and Local Government Agencies; Problems from the Viewpoint of Employees and Unions.

Collective Bargaining for Professional and Technical Employees, a Conference Report

1966. 53 p. Mimeograph, paper bound. 50 cents

Papers or summaries of papers presented at a conference May 20-21, 1965, at the University of Illinois, including sessions on Cooperation Among Professional, Technical, and Nonprofessional Organizations in the Electrical Industry; Collective Bargaining for Engineers and Technicians in the Automobile and Broadcasting Industries; Collective Bargaining for Nonunionized Professionals; Collective Bargaining for Professionals in Government Service; New York Teachers' Experience; Conference Summary.